July 1970

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The Labour Gazette

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GOVERNMENT

Self-respect is probably the most potent motivatór of satisfactory performance and disciplined behaviour. Fear may bring about temporary conformity with the wishes of management, but it will also engender anger and undesirable results in the long run. See "Discipline without Punishment," on p. 475.

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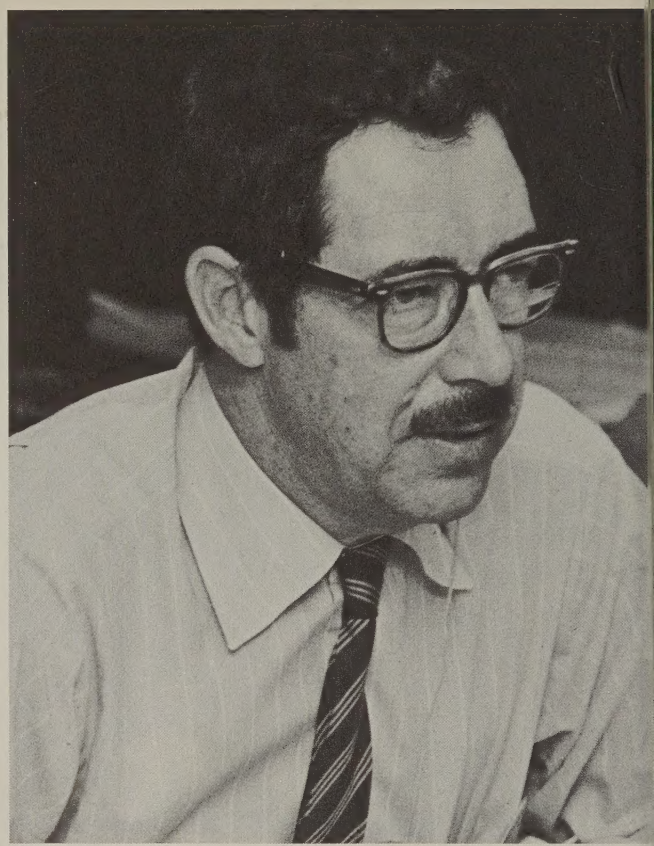
News briefs

■ **John W. Bruce, aged 94, "grand old man of Canadian labour" died in April.** He became a member of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada in 1906 and remained a member until his death. In 1910, he was elected General Organizer of the union, and was re-elected at each succeeding convention until his retirement in 1963.

He was a delegate to several ILO meetings, and a member of the Dominion Council of Health, and he served on the National War Labour Supply Board during World War II. Mr. Bruce was born in Australia where he became a journeyman plumber in 1897, and later lived in South Africa before coming to Canada.



David Monk

■ **David Monk has left his position as Director of Public Relations and Information Services with the Canada Department of Labour to become Director, Communications Division, Treasury Board.** Mr. Monk first came to the federal service in 1962 as Information Director of the Department of Forestry, and remained with that Development through its transition to Forestry and Rural Department. He joined the Canada Department of Labour in 1967. As Director of Information with the Department of Labour, Mr. Monk guided the introduction of the new format of The Labour Gazette and of the new departmental symbol. He and his staff organized the first background briefing for the press held by the Department, and played an important role in the organization of and publicity for the National Tripartite Conference held in 1969.

■ **The International Union of District 50, Allied and Technical Workers of the United States and Canada is the new name for District 50 of the United Mine Workers of America.** The union changed its name to avoid any connection with the UMW and to sever its last ties with the UMW. The union has about 200,000 members.

■ **Dennis McDermott has been re-elected Director of the Canadian Region, United Auto Workers and automatically becomes one of the UAW's seven vice-presidents.** The number of vice-presidents was increased from two, including the one slot reserved for the Canadian director, at the annual convention held in Atlantic City from April 18 to 25.

Originally elected Director for the Canadian Region at the union's 21st Constitutional Convention in May 1968, Dennis McDermott is described as a "product of the UAW." And there is no denying his long and varied career with the union. Starting work as an assembler and welder at the Massey-Harris plant in Toronto in 1948, he joined UAW Local 439 and served for five years as chief steward and for three years as recording secretary. He was also chairman of the Local's fair employment practices committee, chairman of the education committee, and assistant editor and later editor of the Local's newspaper.

In February 1954, Mr. McDermott was appointed as an international representative. He spent the first two years on the staff as an organizer, and the following four years as a service representative negotiating contracts in the truck, trailer, automobile and aerospace industries. In February 1960 he became subregional director of the Toronto area and was the chief negotiator for the UAW in Canada's agricultural implement industries, a position he retained until his election as regional director.

For many years he acted as an instructor at UAW and CLC summer schools, teaching a variety of subjects including union history, international affairs and human rights. Mr. McDermott has lectured on arbitration and labour law at various universities and many labour institutes, including the Labour College of Canada. He also served as a labour member for 18 months on the Ontario Labour Relations Board.

■ **Dunlop Canada Ltd. has closed its plant in the east end of Toronto, putting 600 men and women out of work.** The shut-down has raised cries to soften the jolt of layoffs and unemployment. After a layoff of about 80 workers late last year and in January, the company gave less than eight weeks notice before dismissing the other 520.

Dennis McDermott

■ **The United Auto Workers have three major demands that they want met in the 1970 negotiations with the auto makers.** They are: a wage increase; the right to retire after 30 years on the job with a $500-a-month pension regardless of age; and the restoration of a cost of living escalator clause in their agreement. The demands were outlined by Walter Reuther, who was re-elected as President of the union, at its 22nd biennial convention, held this year in Atlantic City, N.J., in April. The delegates gave overwhelming approval to an amendment to the UAW constitution that gives union locals the authority to double dues for four months preceding termination of a contract or four months after termination, to help build up a strike fund.

■ **Marital status is no longer an income tax factor in Sweden.** In the draft budget, a man with a non-working wife will pay the same amount of tax as a single man, who at present pays more. The reform is aimed at encouraging "equal rights for women." By penalizing the man whose wife does not work, the Swedish Government hopes to encourage more women to make a contribution by working outside the home.

Peel Gillespie Hepworth Voizar

■ **The winners of the three 1970 bursaries awarded by the Canada Department of Labour to unionists attending the Labour College of Canada** in Montreal were Robert L. Peel, Vernon, B.C., Assistant Business Manager for Local 258, International Brotherhood of Electrical Workers; Francis Gillespie, of Dorchester, N.B., a stationary engineer, member of the Public Service Alliance of Canada; and Paul Voizard, Ville St. Pierre, Québec, a warehouseman, member of the International Union of Electrical, Radio and Machine Workers. The presentation was made by Bert Hepworth, the College's Registrar and Education Director of the Canadian Labour Congress.

■ **Deputy Ministers of Labour of the federal and provincial Governments attended a two-day meeting, that ended May 1, 1970, to discuss matters related to Canadian participation in the International Labour Organization.** This was the first meeting of its kind since 1923. There were three items on the agenda; a briefing for the Canadian delegation to the next session of the International Labour Conference to be held in Geneva in June 1970; the steps necessary to bring Canada into compliance with certain ILO Conventions; and procedures for future federal-provincial consultation on ILO matters.

■ **Yujiro Ohno, former special assistant to the Japanese Minister of Labour, was appointed an Assistant Director-General of the International Labour Office** on May 11. His appointment was announced by ILO Director-General David A. Morse.

Mr. Ohno, who is 50, has had extensive labour experience in Japan. He joined the Office of the Japanese Central Labour Relations Commission in 1949, studied on an ILO fellowship in the Federal Republic of Germany in 1953-54, and became chief of the Labour Policy Section of the Japanese Ministry of Labour in 1955.

From 1961 to 1963, Mr. Ohno served as Director-General of the Workmen's Accident Compensation Department. He was then appointed Director-General of the Office of the Public Corporation and National Enterprise Labour Relations Commission. During 1967 and 1968, Mr. Ohno acted as Director-General of the Industrial Safety and Health Bureau, when he became special assistant to the Minister as an advisor on labour policy issues. Prior to his appointment as Assistant Director-General, Mr. Ohno spent six months at the ILO's Asian headquarters in Bangkok as the personal representative of the Director-General.

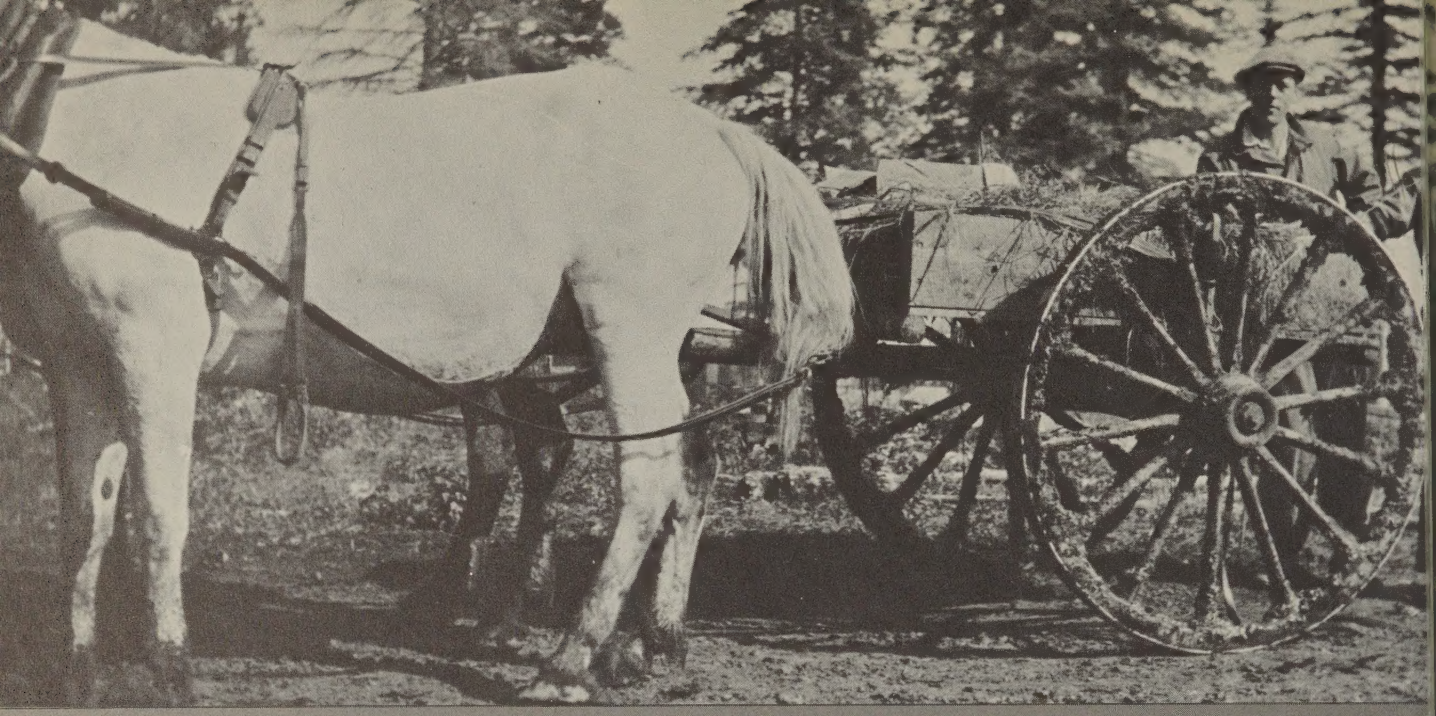
Labour relations around the world

Sweden was beset by a succession of strikes this winter that destroyed the labour harmony long accepted as a fact of the land. The match that lit the fuse was probably the strike among the miners at the state-owned LKAB mines near Kiruna in northern Sweden. By-passing the established system of centralized negotiations between the Swedish Employers' Confederation (SAF) and the Confederation of Trade Unions (LO), the 4,800 miners struck over "wages, working conditions, time-motion tempos, plus feelings of isolation and lack of participation," says the March 1970 issue of **Sweden Now.** The strikers chose their own spokesman to "discuss" the issues with Arne S. Lundberg, the mine manager, but two months elapsed before the dispute cooled to a tepid level. The factors that led to this strike were not unique; virtually the same motives produced a wildcat strike at the Volvo automobile plant in Torslanda by 1,500 of the company's 5,000 workers. In this case, events moved somewhat more rapidly to a satisfactory conclusion and workers returned after three days to an 11 per cent raise on MTM piece rates and replacement-spell arrangements to lessen tempo stress. The snowball effect had been initiated, however, and workers elsewhere followed with their own walkouts.

Sweden's Minister of Finance, Gunnar Sträng, had hoped to ease the tax burden on low-wage earners by taking a little more from all others in a new tax plan introduced before the wave of strikes. At the time, he spoke of the great effort that would be required to educate the population to the idea of helping create equality in wage earning. The full extent of that effort has now become fully apparent.

The Government had planned to use both tax and wage policies to ensure the move toward equality. One means of implementing this concept was a two-year agreement signed last year between the SAF and the LO that was to back the upgrading of the lowest-paid groups who were increasingly lagging behind. This meant that the middle- and high-wage earners would have to be content with small increases at the present time. Unfortunately, the higher wage earners are those working in industries where the profits are higher. As humans will, the urge to consider self first won out—and the strikes began—among those higher-paid workers who knew their employers could well afford to pay them more. The result has been a stand-off, with the Government and the SAF and the low-wage earners opposing the action by the strikers. The Government condemned the strikes; the SAF went further: it pointed out that Swedish wages exceeded those in other European countries, that high profits should be used for reinvestment, and that the illegal strikes destroyed the confidence in industry necessary for the maintenance and extension of the country's standard of living and export trade. And it issued a flat order that no member could sign a labour agreement without the approval of SAF's board.

To re-establish the drive toward wage equalization, three courses of action will have to be instituted. First, there will have to be a campaign by the Government and the LO to convince labour of the need for the equalizing policy. Employers and the LO will have to establish better communication with workers, one method being to allow union leaders in large companies to work on union business on company time. Finally, individual employers must allow employee methods of expressing dissatisfaction with their work conditions without striking.



50 years ago

Canada was losing a great "asset;" the AFL wore paddy green but denounced the hammer and sickle on its bed of red; vampirizing of old employees was becoming immoral; "we shall overcome" was being sung in some Brotherhoods of the AFL; women were pin-pointed as the cause of their own woes in Nova Scotia; and workmen injured on the job were advised to live in Ontario, reported the July 1920 issue of the Labour Gazette.

■ **Men who were willing to spend their lives in the cold, damp nether world of the coal mines in Nova Scotia were in short supply.** The Dominion Coal Company in that province had found that the average number of tons of coal mined by a man in a day had dropped steadily since the war. Inefficiency was not the cause; the organization had simply become top-heavy. Although fewer men were actually working in the mines, the number of non-productive workers had remained constant, and administrative employees now formed too large a proportion of the total payroll. "It is the excess of non-producers," concluded the Canadian Mining Journal, "brought about by the unremedied shortage among the producers, that causes the apparent inefficiency in production when the total production is divided by the total force of workmen employed." The contributing cause was the heavy casualties among miners who had served overseas in World War I, and th reluctance of those who had returned, to work again i the mines. The Mining Journal bemoaned the "loss o the native Nova Scotia miner, who is a disappearin asset of this Province."

■ **Foreign, as well as domestic issues appeared on th agenda for the June convention of the American Federa tion of Labor.** The members affirmed AFL recognitio of the Irish Republic, and demanded that Britain allow the Irish the right of self-determination as specified i the fourteen points proposed by the U.S. President an "solemnly" agreed to by the British Government an its allies in the recent World War. An appeal to worker in England, Scotland and Wales was drafted to interced with their Government to secure the withdrawal o British troops from Irish soil.

The AFL did not extend the same support to the ne Government in Russia. The motion passed by the dele gates denied help to the Soviet Government, becaus it is "based upon authority that has not been veste in it by a popular representative national assemblag of the Russian people," and because "it endeavours t create revolution in the well-established, civilized na

tions of the world." Militarization of labour, prohibition of the organizing and functioning of trade unions, and the denial of a free press and free public assembly were also condemned.

■ **Why pensions? To give loyal employees a reward for their services and a guarantee of independence in their twilight years.** According to a report by the Industrial Bureau of the Merchants' Association of New York, this was the fundamental logic that should stand behind any pension scheme originated by an employer. The report elaborated on the concept by alluding to the humanistic theory that it was immoral to use an employee until he had been sucked of his vitality and then toss him into an unpensioned retirement where his lack of security might well reduce him to little more than a beggar. The association emphasized that any successful pension plan would be initiated with the employees' co-operation, and would be maintained in large part through their contributions. "Autocratic and paternalistic" plans were doomed to failure, the report stated, but "democratic and co-operative" plans would succeed.

■ **The words "only white" in the constitution of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, were attacked at the fourteenth annual convention of the American Federation of Labor,** held in Montreal from June 7 to 19. A resolution submitted to the committee on organization asked that the offending phrase be deleted from the union's constitution and Blacks be admitted to full membership in the brotherhood, or that freight handlers, express and station employees be allowed to establish their own organization. The committee, however, refused to recommend either course of action on the grounds that the Federation could not interfere with the trade autonomy of affiiliated national or international unions. It did point out that the 1919 convention had authorized the Federation to issue charters to coloured workers if affiliated organizations refused to accept them. An amendment requesting that the Brotherhood of Railway Clerks remove the words "only white" from the constitution was then offered and accepted. A similar request concerning the constitution of the Brotherhood of Railway Carmen was also passed. The convention approved a recommendation by the committee that Black organizers be appointed where necessary.

■ **Here's what the female workers in a group of 2,032 surveyed in Nova Scotia 50 years ago were earning a week:** $5 and under—100; under $6—107; under $7—172; under $8—213; under $9—248; under $10—316; under $11—215; under $12—163; under $14—186; under $16—152; under $18—71; under $22—60; under $25—20; and over $25—only 8. The survey was conducted in 49 principal industries in the province; but the working conditions of women employed in offices, shops, hotels, restaurants and telephone offices were not covered. The survey was part of the work of the Nova Scotia Commission appointed in 1919 to investigate the hours of labour, wages and working conditions of women engaged in industrial occupations. A certain allowance had to be made in the apparently extremely low salaries for those women who worked only part time. The Commission did find, however, that a large number of girls working in factories lived at home, supported mostly by their parents, and therefore accepted low wages because all they needed was spending money. This meant that those dependent on the same wages "who must support themselves, and a number of widows supporting children are thus forced to accept less wages than are sufficient to properly maintain them." One large employer stated that he paid a girl an amount equal to twice her board bill.

The average working hours for the group were found to be 50.4 hours a week. This covered a range from 60 hours to 44 hours, the latter in some printing offices and laundries. In three of the largest industries in the province, the workweek was 55 hours. Employers were, however, amenable to suggestions for an 8-hour day in contrast to their violent opposition to a minimum wage.

The Commission made some harsh recommendations. It concluded that women throughout the province were being underpaid, that hours were too long, that conditions were often unhealthy, that lack of medical inspection—especially in food factories—constituted a public menace, and that the Nova Scotia Factories Act must be reinforced. It asked not only that a minimum wage be enacted, but also that a Board representing women workers, employers and the public be appointed to determine: the standard of minimum wages for women in industry, shops and offices sufficient to maintain them; standards of hours of labour; standards of conditions essential to health and morale; medical inspection of employees in food factories for the protection of public health; and a minimum wage.

■ **How much of the actual assessment paid by employers for workmen's compensation funds reached the injured employees?** In England, it was claimed that, under the system of individual liability and court procedure, about half the assessments were used to cover expenses. In the United States, where private insurance companies dealt with injured workmen, more than 75 per cent of the premiums paid by employers were intercepted before reaching the workmen or their widows and children. In contrast, the Ontario system provided more liberal benefits for the employees and lighter assessments for the employer.

Book reviews

Wage Rates, Salaries and Hours of Labour, Annual Report No. 51; Economics and Research Branch, Canada Department of Labour, Ottawa, Ont.; 434 pages; $3.

This report contains the results of the 1968 survey of wage rates, salaries and hours of labour in Canadian industry conducted by the Surveys Division of the Economics and Research Branch of the Canada Department of Labour. Copies can be obtained by mail from the Queen's Printer, Ottawa, or at Canadian Government bookshops across the country.

Working Conditions in Canadian Industry, Report No. 12; Economics and Research Branch, Canada Department of Labour, Ottawa, Ont.; 247 pages; $2.

This report presents the information gathered by the 1968 annual survey of working conditions conducted by the Economics and Research Branch of the Canada Department of Labour. Copies may be obtained by mail from the Queen's Printer, Ottawa, or at Canadian Government bookshops across the country.

Minimum Wages in Ontario; Analysis and Measurement Problems, by Frank Whittingham; Industrial Relations Centre, Queen's University, Kingston, Ont.; 55 pages; $3.00.

No matter which way you slice it, a pie is a pie—at least, that's the way the saying went in the old days, when greater public concern was aroused over the size of our Gross National Pie then over its apportionment to individuals.

Nowadays, of course, we still worry about magnitudes, but more stress is laid on equitable distribution. So, if the pie is six inches in diameter, John X won't be happy with a two-inch wedge if he peers over the garden fence and sees John Y gluttonously devouring a four-inch wedge. This is what self-conscious relativism is all abou If we accept that this drive for equitability has becom axiomatic in our day, the next question becomes, **"Wha tools shall we employ in redressing the inequities?"**

The problem has invoked much keen debate during th last several years, with analysts carefully weighing th odds of one transfer mechanism against the other. I would seem that the guaranteed annual income ha emerged as the most popular, if not the most thor oughly investigated, option. Yet other alternatives dc exist, and one of them, the minimum wage, has recently become the subject of a fascinating study by Frank Whittingham, Chief Research Officer, Manpower and Standards, Research Branch, Ontario Department of Labour. Titled **Minimum Wages in Ontario,** it is available in paperback form from the Industrial Relations Centre, Queen's University, Kingston, Ont.

In his study, Whittingham charts the historical evolution of Ontario's minimum wage program, explores its feasibility within an anti-poverty context, reviews the problems associated with identifying and measuring the effects of floor rates in the labour market, and discusses some of these effects. The author wraps up his investigation by drawing a series of conclusions that should prove enlightening to anyone anxious for a clear-cut picture of the impact of minimum wage legislation.

In Ontario, the minimum wage program has gone through a number of fundamental changes since its inception in 1920. It was originally introduced to ensure that single female workers would receive a wage adequate for a decent standard of living. Today, coverage extends to both males and females; moreover, since 1963, minimum wage differentials based on sex have been eliminated.

A further interesting historical development has been the gradual shift away from the practice of building differentials into the minimum rates to allow for variations in the level of economic development between areas within the province. Furthermore, although legislation provides for the setting of minimum rates by industry as well as by region, this has never been done. The only permanent industry differential that exists is the higher rate set for construction workers.

Concerning the feasibility of using legally enforced floor rates as an anti-poverty device, Mr. Whittingham's analysis tends toward the negative. He argues that the **minimum wage would prove a very unwieldy and inefficient mechanism in bringing about the desired redistribution of income; and its side effects would be too powerful to ignore.** Whittingham supports his contention by demonstrating that any substantial adjustment of the legal minimum would lead to serious economic dislocation in many industries. The Ontario experience to which he alludes provides ample testimony for this conclusion.

In his review of measurement problems, Whittingham attributes a good deal of the difficulty in identifying and measuring effects to the way in which changes in the minimum wage are introduced. "The increases are usually small and generally become effective during periods of economic expansion," he writes. "As a result, the investigator is looking for the effects of a relatively small disturbance at a point or points in time when other causal variables may be exhibiting great strength." It is clear that highly aggregate types of analyses would be ineffective in separating out the effects of the different causal variables. Thus, the apparent solution to determining the impact of the minimum wage, says Whittingham, is to work at the micro-level of analysis. Progress is being made in this area.

If the minimum wage is not the optimal solution to inequities in income, what purpose does it serve? What transfer mechanisms surpass it in bringing about the desired redistribution of income? Whittingham argues that the purpose of a minimum wage appears to be "to provide protection for workers in the labour market who have little bargaining power, and to put a minimum floor under wages to guard against potential cutthroat competition leading to socially undesirable declines in wages." He emphasizes that these two goals of a minimum wage would probably be realized by "setting a legal minimum rate at a level that falls short of providing a 'living wage' in the present-day anti-poverty context."

The author suggests that other transfer mechanisms, such as a negative income tax geared to providing a guaranteed annual income, are far more efficient. If, however, the responsible authorities wish to enhance the economic stature of low-wage workers without employing direct transfer mechanisms, there are several courses they can follow. One alternative proposed by Whittingham is a policy of short-term government aid to low-wage industries to help them reorganize, adopt new production techniques, or develop new product lines, thereby improving their profitability and their capacity to pay high wages.

Whittingham ultimately seems to imply that nothing really definitive can be said about the future impact of a minimum wage program. He suggests, nonetheless, that attempts must be made to assess the magnitude of its side effects, as there is no indication that governments are prepared to abandon such programs just yet.

The new ILO Director-General

Wilfred Jenks, of Great Britain, was appointed Director-General of the International Labour Organization by the ILO's Governing Body on May 20. Mr. Jenks succeeds David A. Morse, who resigned May 31 after 21 years in the post. The appointment is for a five-year term beginning June 1.

Jenks' ILO career has spanned nearly 40 years of the Organization's half century of existence. Entering the service of the ILO in 1931 as a legal officer, he served successively as legal adviser, assistant director-general, deputy director-general and, since 1967, as Principal Deputy Director-General.

A member of the ILO delegation to the San Francisco Conference that established the United Nations in 1945, he was subsequently adviser to the delegation that concluded the agreement associating the ILO with the United Nations in 1946. Since that time, he has been continuously involved in the development of working relationships among the organizations of the United Nations system and between the ILO and the world's major regional organizations.

Jenks has had primary responsibility for many years for the ILO's work in relation to international labour standards and human rights, as well as for the preparation and organization of the work of the annual International Labour Conference and of the ILO's Governing Body. He was one of the ILO's earliest technical co-operation experts, when he served on a mission to Venezuela in the 1930s. He has been actively involved in the creation of all ILO major operational programs, and the development of the ILO's regional activities in Latin America, Asia and Africa, and of the industrial committees program. He has worked on behalf of the ILO in some 70 countries in all parts of the world.

Jenks has played a key role in such significant events of the ILO's history as: the transfer of ILO headquarters to Montreal in 1940, and its continued operation during World War II; the drafting of the Declaration of Philadelphia in 1944 (in which the aims and purposes of the Organization after its first 25 years of activity were redefined); the postwar revision of the Organization's constitution; and the return of ILO headquarters to Geneva in 1946.

Wilfred Jenks

He served as a member of ILO delegations to the conferences that created such organizations as UNESCO, WHO, FAO and the International Atomic Energy Agency. He has been a member of the ILO delegation to the General Assembly of the United Nations since 1947, has represented the Organization at international legal conferences and international commissions concerned with the protection of human rights and the rights of labour.

Jenks has also had a distinguished career as an international jurist, writer and teacher. He is the author or editor of some dozen books on international law, including The Common Law of Mankind, A New World of Law? and The World Beyond the Charter.

Born in 1909, he grew up in Orrell Park, Liverpool. He was educated in elementary and secondary schools of the Liverpool area, and subsequently at Cambridge University, from which he holds a Doctor of Laws Degree, and at the Geneva School of International Studies. He is married and has two sons.

Discipline without punishment

Dr. John Huberman, consulting psychologist, was scheduled to speak on the last afternoon of the annual conference held at the Industrial Relations Centre, McGill University, on March 4 and 5 (L. G., May, p. 346). Because of a student takeover of the conference, he did not have the opportunity to present his views on "Discipline without Punishment," (DwP). A copy of his planned address was obtained, and is presented here in slightly condensed form.

Basically, the DwP concept is a theoretical formulation with operational implications. It is an attempt to respond to the following problem: How should unsatisfactory work performance and disciplinary matters be handled?

It is Dr. Huberman's contention that punishment is not the feasible method to be applied in these situations. In adults, punishment generally produces many undesirable—and few, if any, desirable—results. The corollary, therefore, is that all forms of punishment should be eliminated in a work setting, because they are unsuitable instruments for maintaining good workmanship and discipline.

If punishment is ineffective, what method can be used to supplant it and still evoke desirable results? According to Dr. Huberman, the solution is embodied in DwP. **DwP is a philosophy, a policy, a system of procedures whose strength inheres in its unqualified support for the self-respect of an adult individual.**

To understand what DwP is all about, we must first discern some of the motivational premises on which it is based. The primary one is that self-respect is probably the most potent motivator of satisfactory performance and disciplined behaviour. Fear, on the other hand, may bring about temporary conformity with the wishes of management, but it will also engender anger and undesirable results in the long run. Finally, respect for one's superior, interest in the job itself, and satisfactory financial gain will motivate a person positively toward good performance.

How do we translate these philosophical notions into action? Quite simply, we must provide our employees with every opportunity to play a positive and satisfactory role in the company's operations. This can be achieved only if the individual has adequate self-respect. **If he does have self-respect, the assumption is that he will rarely lapse from excellent workmanship or strict self-discipline.** In cases where this does happen, however, the lapses will be brought to his attention in a friendly manner. For those lacking in self-respect, the assumption is that their behaviour will prove troublesome and run contrary to the legitimate aims of the organization. If these undesirable behaviours persist in spite of continued, friendly reminders, the individual is considered expendable, and his services will be terminated in an orderly way. **In brief, the DwP system places on the employee the onus of deciding whether he wishes or is able to conform to the requirements of a particular work situation.**

What advantages are to be reaped from the implementation of DwP procedures? According to Dr. Huberman, there are four: 1) supervisory personnel must deal with problem cases in a constructive, non-punitive manner; 2) all forms of "punishment" and their concomitant undesirable and time-consuming side effects are eliminated; 3) the danger of reversal by arbitration should termination become necessary is minimized; and 4) the procedures are inherently fair.

Elaborating his DwP concept, Dr. Huberman makes frequent reference to the "Brewer principle." Gene Brewer, former president of the U.S. Plywood and Champion Paper Companies, defined management's job as: setting well-defined and attainable objectives; keeping those objectives in mind at all times; taking one step at a time toward attaining such objectives; and avoiding uproar as far as possible. Dr. Huberman's conviction is that the DwP concept extends the Brewer principle to instances of employee malfunction.

He demonstrates also that the DwP concept is consona with Maslow's and McGregor's precepts. Maslow co ceived of a "hierarchy of needs," ranging from prima ones like the "need for security" to higher ones lik the "need for self-esteem." Once an individual h fulfilled his basic requirements, he begins to readju his aims, and seek fulfilment at a higher level; a ma who was satisfied with the tangibles associated with h job, might strive to enhance his status, for example. Bu frustrated at the level of these status needs, his self-e teem wounded, he might well be forced to regress t the level of more primary needs—at the security level— and could retaliate by taking revenge at that leve McGregor is the originator of the X and Y Theori (L. G., Feb. 1969, p. 92). **Under ordinary circumstance 95 per cent of the population naturally responds to The ory Y (permissive) treatment, whereas 5 per cent ca respond only to Theory X (authoritarian) treatmen** Because the nature of DwP is inherently "permissive," its application in a work setting might pose difficultie for the latter 5 per cent. In this case, argues Dr. Huber man, the optimal solution is termination.

For those who fear that the implementation of DwI could result in massive terminations, Dr. Huberman i quick to point out that the uniform experience of plant utilizing the approach is that about 80 per cent of thos involved "adjust," and the remaining 20 per cent leav quietly of their own accord. Uproar is avoided, an management's objective of accumulating an "adult," reliable, self-directing labour force is progressively achieved.

What are the prerequisites for the successful implemen tation of DwP? First of all, management must be honestly convinced that punishment is not an effective method of changing an already negative attitude into a positive one. If it has any doubts, it should review discipline cases and assess their results: Did the employee change positively, or did he continue to give trouble? Was there any uproar that resulted in expense, inconvenience, or time wasted in grievance meetings? Secondly, staff members must receive some training in non-directive counselling techniques so that they are properly equipped to conduct the required interviews. To illustrate the application of DwP, Dr. Huberman cites four typical cases, together with solutions and supplementary comments.

Flaunted jewelry

The nursing supervisor of a department in a medium-sized hospital noticed that an increasing amount of jewelry was being worn by nurses under her supervision, in contravention of long-standing rules. She posted a notice quoting the rule and requesting compliance. The

sults were unexpected. The nurses reacted angrily, and veral threatened to quit. Both the supervisor and the lministration were puzzled and disturbed.

n alternative course of action was taken. Soon after-ard, a committee of nurses visited the supervisor and nded her a bouquet of roses. This event occurred proximately two weeks after the initial uproar. What tion was taken to cause this sudden reversal in the titudes of the nursing staff?

sensitive social worker guessed, correctly, that the rational reaction was precipitated by accumulated ustrations, completely unconnected with the apparent roblem. She therefore suggested to the supervisor that e latter call a meeting of her staff and ask them hether they were frustrated or dissatisfied about some-ing in the department. She also advised the supervisor at considerable hostility might emerge to which she ust not react defensively; she should simply make a t of whatever complaints or suggestions arose, and t criticize them or get into any argument about their propriateness. The jewelry problem was not to be ought up at the meeting.

e meeting resulted in the exposure of numerous areas dissatisfaction, and constructive suggestions were vo-nteered on how to improve the situation. About 24 ms arose and all were noted down. Quite a number re directed at actually improving and facilitating the ministration of the department. During the ensuing eek, 16 of the 24 recommendations were put into fect; progress on a number of the others, and reasons y, on closer investigation, some did not seem practi-l, were reported to the staff at a second meeting. The sult was the bouquet of roses and the sudden disap-arance of the jewelry problem; the latter problem was t even discussed.

normally responsible people suddenly appear to react ationally, **there is usually a perfectly rational explana-in for it, although it may be far from obvious.** The ults could be viewed in terms of Maslow's motivation ory: Because the esteem needs of the nurses were strated—their opinions about how to run the depart-nt had been previously disregarded—they regressed strong affiliative and security operations, the wearing jewelry being one way of demonstrating self-impor-ce. But once the nurses had a chance to progress the esteem level, the jewels lost their motivational alities. In other words, by demonstrating directly how portant they were and by having their ideas put into ct, the nurses did not have to resort to jewels to ster their sagging self-esteem.

Low plywood yield

When Dr. Huberman became manager of a lumber mill where the DwP system was later developed, he discovered that output was only about 75 per cent of potential. Out of 1000 board-foot measures of logs, only 750 board-foot measures of plywood were being obtained; the rest of the wood was either converted into pulp-chips and sold at a far lower price than plywood, or ground up into boiler fuel for which there was little demand. The normal yield for this type of mill was about 92 per cent. As log costs constitute about 40 per cent of the cost of plywood, the situation was clearly critical.

When the supervisor was summoned to offer suggestions for improving the yield, he argued that stricter supervision was the only recourse available. This solution posed additional problems, however, because the plant building was extremely large and the supervisory staff rather small. The supervisors were already required to cover extended areas, and stricter supervision could only increase the strain. Moreover, the pre-expansion level of production did not warrant hiring additional supervisory staff.

In response to this problem, Dr. Huberman suggested an alternate method for raising the yield. Six weeks later it moved up to 93 per cent, and remained at that level or above during Dr. Huberman's term as manager.

Dr. Huberman had suggested that the superintendent call a meeting of all machine operators and foremen, inform them of the situation and ask them what should be done. Suggestions were not to be evaluated, but clarifying questions could be raised, if necessary. The personnel manager was to act as secretary and to make sure that everyone had a chance to contribute.

About 64 suggestions, some proposing minor changes in machinery, emerged from these meetings; at least two thirds of them were sensible and useful and were put into effect almost immediately. Where they seemed impractical, they were later discussed in detail with their originators. **What this response indicated was that lasting results can be achieved with less, rather than more, vigilant supervision.**

Ill wind in a breezeway

During his employment at the same mill, Dr. Huberman was awakened one morning at three o'clock by an emergency at the plant. Joe, the finishing-end jeep driver, had rammed one of the posts of the breezeway, bringing the roof down and almost killing himself. Total damage was estimated at $8,000 if the roof was rebuilt, and $13,000 if a no-post construction was used. The question raised was: What should be done about Joe? Should he be fired, suspended, or just given a severe reprimand? Joe had been with the company for about four years, his attendance and work performance records were excellent, and there was no previous evidence of careless driving, speeding or accidents.

In this case, nothing was done about Joe—except th he was sent for a neurological examination to ensu that he was not handicapped by a perceptual or mot deficiency. No such deficiency was revealed; it was clear-cut case of a one-time human error. Joe continu on the fork-lift truck for about two weeks, after whi he transferred to other work, because the memory the accident made him uncomfortable. No possib objective could have been accomplished by firing, su pending, or warning Joe. He had learned his lesso and to avoid further accidents, a building-up of h self-concept was all that was needed. Punishment in su cases serves no one any useful purpose.

A case for proctology

Jack had been a fork-lift truck driver for many yea and he did his work quietly and efficiently and ha never caused any trouble. Jim, his foreman, was we liked by crew and staff, and he had the reputation being particularly easy to get along with. One mornin Jim asked Jack to move a load of lumber. Jack's r sponse was an angry outburst, during which he to the foreman in vivid language precisely what he cou do with the lumber. Although the foreman kept h temper and repeated his request politely, Jack wou not comply. When the foreman then suggested that th must mean that he was resigning, Jack said "yes," an quit. Did the foreman handle the incident in the be possible manner?

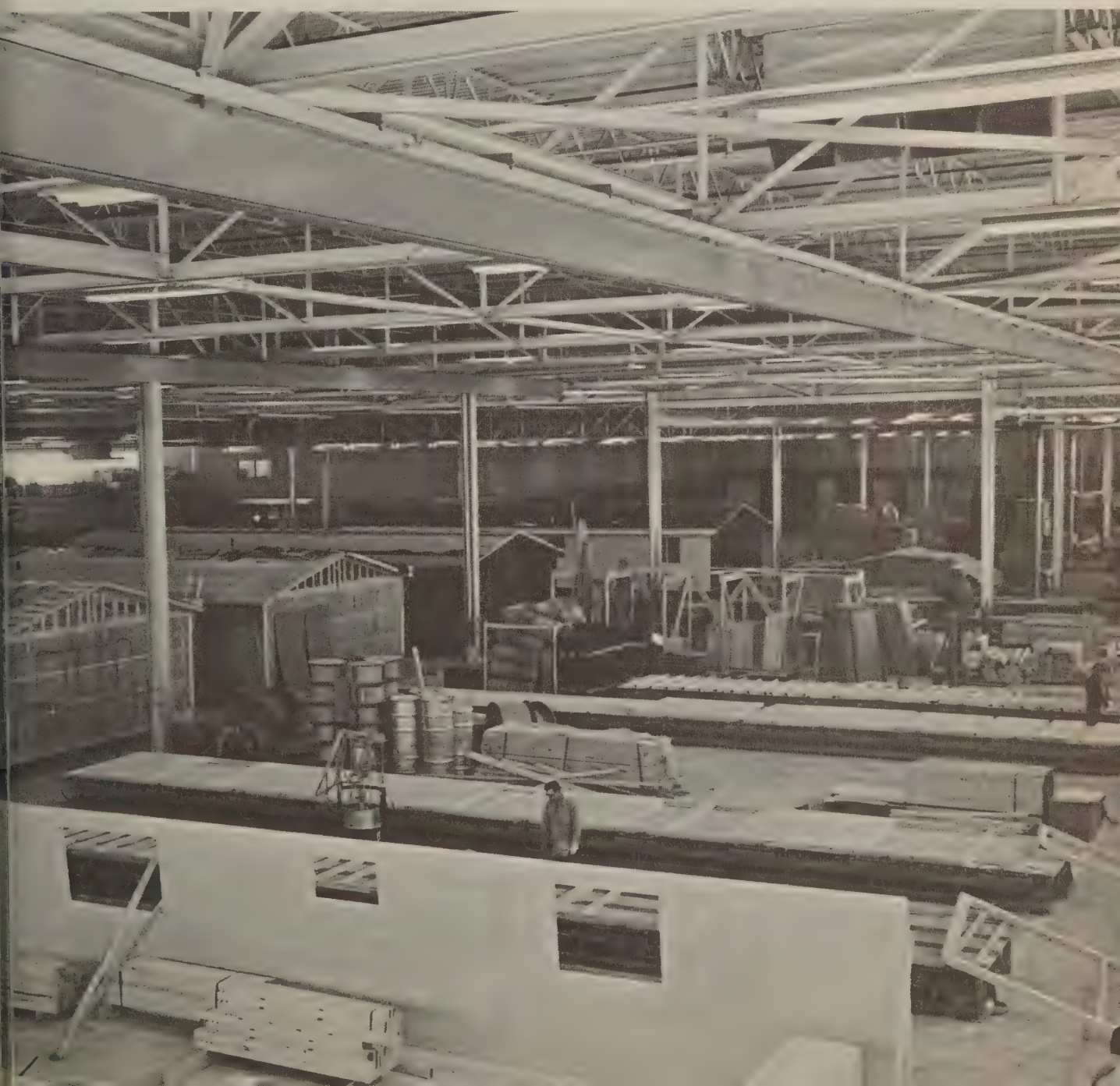
Jack filed a grievance, which was rejected. His unic then threatened to strike over the issue, blowing up th incident to major proportions. Dr. Huberman pointe out to the union president that the company could n rehire the man because the whole incident had occurre between him and the foreman, and that managemei couldn't ask the foreman to rehire Jack because of th grievance action. The union president then suggeste that, if the company would take Jack back, he woul come down to the plant during the lunch hour an announce that Jack had been rehired as a gesture c good will by the company. Moreover, he would empha size that the union would not support anyone wh refused to carry out any reasonable instructions issue by a foreman. The foreman agreed to the proposal, Jac apologized and was reinstated, and the union officia kept his word. Seven years have passed and Jack is sti with the mill and doing good work. But to this da no one knows why he swore at the foreman.

This was one of the cases that triggered the formulatio of DwP. Although the foreman's actions seemed emi ently reasonable at the time, a more expedient approac would have been desirable, for an uproar and a sympa thy walkout were only narrowly avoided.

"Irrational behaviour" is defined as "an act that no person would engage in if he was in a mental-emotional state that permitted him to evaluate the consequences of his action." Such behaviour is the result of strong emotional tension, usually of a personal nature, and it can be triggered by some small additional tension on the job.

The foremen at Jack's plant were warned to be on the watch for signs of such tension—unusual irritability, withdrawal from friends, and inexplicable sullenness. If they spotted a blowup in the making, they were to alert the personnel manager, who would either, try to help the individual concerned directly, or urge him to seek professional help. If a blowup did occur, the individual responsible was to be given a chance to cool off before any action was taken. He would either be invited to his supervisor's office for coffee and a quiet discussion, or would be allowed to go home, and discussion delayed until the next day.

What about cases of excessively violent behaviour? Dr. Huberman contends that violence resulting in physical injury or property damage, reflects such a lack of self-discipline that future trouble with the person concerned is inevitable. In these cases, he would recommend termination.



Provisions in major collective agreements—1969

Part II

This study is based on a survey of 85 selected contractual provisions in 301 collective agreements in the manufacturing sector across Canada, on file with the Economics and Research Branch of the Canada Department of Labour. The agreements cover 414,784 workers in industries with 500 and more employees. The agreements were in effect January 1, 1969. About 79 per cent were scheduled to remain in effect in 1970 or later. The complete study, with tabular data, is available in both English and French from the Department's Collective Bargaining Division, Economics and Research Branch.

Grievance and arbitration

The results of the study indicated that most collective bargaining agreements provide for special machinery for orderly adjustment of grievances or disputes arising within the scope of the agreement. All provinces, with the exception of Saskatchewan, have statutes requiring that all collective agreements contain provisions for the final settlement of disputes arising out of the interpretation or application of the contract. The Province of Saskatchewan requires only that if such a provision is present in a contract, it must be implemented in the case of a dispute. All of the agreements examined in the survey had a provision clearly delineating the procedure to be followed in disposing of grievances. Although there were widespread variations in grievance machinery from one agreement to another, it was generally agreed that arbitration would be the terminal step, with voluntary acceptance of the resulting award as conclusive or binding.

A typical grievance procedure called for a discussion with management, with or without a union representative, as an initial step. Seventy-seven per cent of the agreements, covering 69 per cent of the employees, had this type of provision, whereas 9 per cent of the agreements, covering 15 per cent of the employees, stipulated that the individual employee involved should first take up the matter with the foreman directly in charge of the work. Unsatisfactory disposition of a grievance at this stage is taken the basis for an appeal to the next stage, as provide in the agreement.

A majority of agreements had a provision for elimina ing several procedural steps if the grievance relates t a case of alleged wrongful dismissal or suspension. A tion must also be taken within a specified period o time, usually a minimum of 48 hours after receivin notice of dismissal. Seventy-five per cent of the agree ments, 69 per cent of the employees, had a specifi provision for shorter or faster grievance procedures i dismissal cases.

Many agreements stipulate that, as far as practicabl grievance work should be done outside of working hou to minimize interference with operations. It is commor place, however, to allow shop stewards to handle griev ances during working hours without loss of pay, o condition that they get permission from their supervisor and that the time spent in such work does not excee a specified limit. Sixty-seven per cent of agreemen covering 63 per cent of the employees in the study, ha such a provision.

The incidence of agreements that had provision fo compensation of union officials in negotiation of colle tive agreements was found to be relatively lov Twenty-three per cent of agreements, covering 15 pe cent of the employees, had this type of provision.

Indications are that it is standard practice for agree ments having a provision for arbitration procedures t specify the number of arbitrators. The most commo was the establishment of a panel of arbitrators, compris ing members appointed by both union and managemer and a neutral chairman. Sixty-three per cent of th agreements, 51 per cent of the employees, had a prov sion for this type of arrangement. In 24 per cent o the agreements, 31 per cent of the employees, the optio was for a single arbitrator.

Wage guarantees

Guaranteed employment or earnings provisions—excluding Supplemental Unemployment Benefit Plans—are intended to insure the employee against loss of earnings in circumstances beyond his control. This type of provision was found in 12 per cent of the agreements, but covered 20 per cent of the employees. The following is an illustration of such a clause: "Employees who at the Company's discretion work only a part of their standard week shall nevertheless receive their standard weekly salary."

The majority of agreements guarantee that an employee will receive a minimum number of hours work or pay when reporting for work at the regularly scheduled time without receiving prior notice not to report for duty. The results of the study showed that 79 per cent of agreements, 83 per cent of the employees, had this type of guarantee. The guarantees ranged from two hours work or pay to a full day's work or pay. Indications are that a guarantee of 4 hours work or pay is the most common practice. This was found in 56 per cent of the agreements, covering 59 per cent of the employees. In almost all instances, the employer is relieved of the obligation to pay in extenuating circumstances. A typical example of this type of provision says:

"When an employee reports for work at the normal starting time of the shift, and his regular job is not available, he will receive alternate work or pay equivalent to four hours at his hourly wage rate. This will not apply under the following conditions: where the employee has been informed a minimum of six hours in advance of his regular starting time that he is not to report for work; where the plant or part of it or its equipment is damaged by fire, lightning, flood or tempest; and where interruption of work is due to circumstances beyond the Company's reasonable control."

Cost of living clauses in agreements provide for automatic adjustment of workers' wages, in line with the cost of living index published by the Dominion Bureau of Statistics. And some agreements had provision for other methods of adjusting wages during the life of the agreement—wage reopener and deferred wage increases. **The study revealed that 20 per cent of the agreements, covering 34 per cent of the employees, had cost of living or escalator clauses.** The following is an example of such a clause: "The Company will, if the Consumer Price Index of DBS increases over and above the Index figure published in the month of September, 1968 by more that 2½ per cent of such Index figure during the period ending 21st of August, 1969, pay to each employee an allowance equal to 1 cent per hour paid for every 0.6 increase in the Index figure in excess of such percentage increase."

It was found that 38 per cent of the agreements, covering 53 per cent of the workers, had a provision for payments related to an incentive system. Provision for a pay guarantee during a machinery breakdown was found in only 18 per cent of agreements, with substantially the same percentage distribution for employees in the survey.

Premium pay

Some agreements have endorsed the principle that employees who are subjected to more dirt, more unpleasantness or more hazards when engaged on particular jobs should receive extra compensation for such work. It was found that 12 per cent of the agreements, covering 7 per cent of the employees, had a specific provision guaranteeing that an employee would receive additional compensation over and above his regular rate when engaged in this type of work. These agreements were primarily found in transportation equipment, paper products, and non-metallic mineral products industries.

Provision for payment of premium rates for work on paid statutory holidays was found to be standard practice in collective bargaining agreements. Payment for work on such days ranged from time and one half to double time and one half in addition to holiday pay. The study found that 92 per cent of the agreements, covering about 91 per cent of the employees, had a provision stipulating compensation over and above the basic rate for work performed on a paid holiday. The majority of these, that is, 45 per cent of the agreements, 43 per cent of the employees, provided for compensation at the rate of time and one half in addition to holiday pay. Next in incidence was double time in addition to holiday pay. This was found in 32 per cent of the agreements, covering 34 per cent of the employees.

Allowances

Occasionally a company will undertake to pay a travel allowance or provide transportation for employees who are required to work at a location other than their usual plant. **Fourteen per cent of the agreements, 11 per cent of the employees, had a specific provision for payment of a travel allowance or transportation in such an event.** Twenty-one per cent of the agreements, covering 24 per cent of the employees, had a specific provision guaranteeing that an employee would receive a travel allowance or transportation in situations such as call-in, overtime and other emergencies.

Paid holidays

Practically all agreements had a provision guaranteeing a number of paid statutory holidays a year for employees. To be eligible for holiday pay, it was a common requirement that the employee had a minimum service of either one month or less, and to have worked both the day prior to and following the holiday. **The list of paid holidays usually numbered from 8 to 10, but ranged as high as 13 in some cases. The largest concentration was those agreements that had a provision for 9 paid holidays a year.** This was found to be the case in 41 per cent of the agreements, 40 per cent of the employees. Next in incidence were those providing 10 paid holidays a year. Twenty-four per cent of the agreements, 27 per cent of the employees, had this type of provision. Twenty-two per cent of the agreements, 19 per cent of the employees, had a provision for 8 paid holidays a year.

Paid vacations

Almost every agreement contained a provision for paid vacations. Vacation periods generally ranged from two weeks for employees with one year's service, up to 5 weeks for employees with 25 years service. Vacation pay is usually calculated on the basis of a percentage of

the employees' yearly earnings. Generally, this wa found to be 4 per cent in the case of employees wit 2 weeks accrued vacation, 6 per cent for employee entitled to 3 weeks, and 8 per cent for employees entitle to 4 weeks vacations.

Ninety-seven per cent of the agreements, covering 9 per cent of the employees, had a provision for two week paid vacation. Forty-seven per cent of the total sampl covering 65 per cent of employees, provided this benefi for employees with one year's service. Twenty-five pe cent of the agreements, 18 per cent of the employees provided this benefit after three years service. Ninety three per cent of the agreements, covering substantiall the same percentage of employees, had a provision fo three weeks paid vacation. The service requirement fo this benefit varied extensively, ranging from one yea of service to 15 years service. Thirty per cent of th

agreements, 25 per cent of the employees, provided this benefit after 10 years service. Nineteen per cent of agreements, 16 per cent of the employees, prescribed eight years service, and 16 per cent of the agreements (but covering 23 per cent of the employees) required five years service.

Eighty-one per cent of the agreements, covering about 84 per cent of the employees, had a provision for four weeks paid vacation. The largest concentration—that is, 32 per cent of the agreements, 29 per cent of the employees—provided this benefit for the employee after 20 years service. In 16 per cent of the agreements, covering 28 per cent of the employees, the eligibility requirement was 15 years of service. Thirty-two per cent of the agreements, 31 per cent of the employees, had a provision for five weeks paid vacation. Of these, 22 per cent, covering 19 per cent of the employees, provided this benefit after 25 years of service. Very few agreements had a provision for six weeks paid vacations. Only 3 per cent of the agreements, 2 per cent of the employees, had such a provision. These were primarily in the rubber industry. The eligibility requirement for this benefit was 30 years of service.

Leave of absence

Eighty-six per cent of the agreements, covering 75 per cent of the employees, had a provision for paid leave of absence in the event of a death in the immediate family. This is also commonly called bereavement pay or compassionate leave. The largest concentration—that is, 84 per cent of the agreements, 73 per cent of the employees—had a provision for three days paid leave of absence in the event of a death in the immediate family. Thirty-three per cent of the agreements, 25 per cent of the employees, had a provision for a paid leave of absence in the event of a death of other closely related family of an employee. Of these, 16 per cent, 9 per cent of the employees, provided for one day, and another 16 per cent, but covering 15 per cent of the employees, had a provision for 3 days.

Fifty-six per cent of the agreements, covering the same percentage distribution of employees, had a provision for paid leave of absence for an employee who is required to serve as a juror or as a court witness. The distinguishing feature of this type of provision is that it provides for the employee to be paid the difference between jury duty allowance and the employee's normal pay. Only one per cent of the agreements, with the same percentage distribution for employees, had a provision for paid leave of absence for purposes of education.

Seventy-one per cent of agreements, covering 73 per cent of the employees, had a specific provision for leave of absence without pay for an employee who is either elected to union office or as a delegate to a convention. There were widespread variations in the periods of leave granted for such purposes.

Miscellaneous

Provision for payment of moving expenses, sometimes called relocation allowances, were found in 6 per cent of the agreements, covering 13 per cent of the employees.

A majority of the agreements imposed obligations on employees, unions and employers in matters of safety. Provisions for industrial safety are primarily designed to safeguard employees from accident and injury and to minimize potential hazards. Seventy-one per cent of the agreements, 63 per cent of the employees, had a specific provision for the establishment of a safety program and the observance of safety regulations. In some cases the agreements sought to encourage the setting up of safety committees comprising representatives of the company, and employees designated by the union.

Twenty-eight per cent of agreements, covering 23 per cent of the employees, had a provision for clothing and uniforms that must be worn by employees on the job. In these instances, it was found to be common for the employer to pay part or the whole cost of these items.

Advance notice and consultation with the workers before the introduction of new methods places an obligation on the employer to give prior notice of intent to introduce new methods of production, and discuss such changes with the parties involved in order to facilitate equitable solutions to problems that may arise as a result of introducing new methods. Twenty-seven per cent of the agreements, covering 38 per cent of the employees, had such a provision. The largest concentration of agreements having such a provision was found primarily in printing and paper products industries. The following is an example of such a provision: "If the Company anticipates that the introduction of a new technology in the form of new equipment will result in employees whose immediate jobs are directly altered thereby being placed in a different occupational classification, or being removed from their occupational classification due to lack of work, then when the Company knows the changes that are expected to apply to these employees it will arrange for an early discussion of these changes with the Union. Wherever possible this discussion will take place three months in advance of the introduction of such new equipment. These employees will be notified by the Company of the changes which will apply to them."

Employment injuries in Canada in 1969

For several years the Economics and Research Branch of the Canada Department of Labour has compiled and published statistics on employment injuries in Canadian industry. **These statistics are given in Tables H-1 to H-9 on pages 533 to 542.** The non-fatal and fatal employment injuries covered in this review are those suffered by persons gainfully employed. They occurred during the course of, or arose out of, their employment, and they include deaths and employment injuries resulting from industrial diseases.

These tables are compiled from reports received from the various provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are also used to supplement the statistics and in the case of industries that are not covered by Workmen's Compensation Legislation, newspaper reports are the only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain service groups is not as complete as in industries covered by Workmen's Compensation legislation. Also, traffic accidents that are in fact industrial may not be included in our figures because of lack of information in press reports.

It should be noted also that the figures reported for 1969 are preliminary. The number of employment injuries that occurred during the period under review is usually greater than indicated in the tables. Revised statistics, however, will be available in the 1971 annual review.

As indicated in Table H-1, the total number of fatalit reported by Workmen's Compensation Boards in 19 was 965. But, as indicated in Table H-4, the to number of fatalities reported to the Canada Departme of Labour for 1969 was 1,057. Thus, the number fatalities reported by the Workmen's Compensati Boards is 91.3 per cent of the total recorded by t Canada Department of Labour. As indicated by Tab H-1, 91.3 per cent is not out of line with the figur for 1967 and 1968, but is somewhat higher than t 83.8 per cent reported as the average for the past t years. This may be an indication that Workmen's Cor pensation coverage is being expanded to include greater number of workers as well as industries.

Preliminary figures for 1969 indicate that there we 281,947 temporary disability injuries, 14,604 permane disability injuries and 965 fatalities.

Table H-2 presents data on the Workmen's Compens tion settlement rates, that is, the number of clai settled by the various Workmen's Compensation Board in relation to each 10,000 workers employed. For 196 the rate for temporary disability was 362.4 for eac 10,000 workers employed; for permanent disabilit 18.8; and for fatalities, 1.2.

Table H-3 presents a two-year comparative analysis b province of the employment injuries reported to Work men's Compensation Boards in 1968 and 1969. In add tion to those injuries recorded in Table H-1, Table H- includes 499,643 medical aid cases. In 1969, preliminar figures indicate that 797,159 injuries of all types hav been reported for Canada. The provincial totals var from 361,532 in Ontario as a maximum to a minimu of 2,058 in Prince Edward Island.

These two provinces also have the high and low figure for each of the type of injuries reported—that is, medica aid cases, temporary or permanent disability, and fata accidents.

Table H-4 is concerned with employment fatalities only on an industrial basis for the years 1960 to 1969. Thi table is compiled from other sources mentioned abov such as newspaper reports, as well as Workmen's Com pensation Board reports. As indicated, the total numbe of fatalities was 1,057. The largest number of fatalities 219, occurred in the construction industry, and trans portation was a close second with 205. The financ industry had the smallest number of fatalities, two. This is followed by the fishing industry, which recorded 1 fatalities. The figures for 1969 indicate that there has been very little change in the percentage of fatalities experienced by each industry.

Table H-5 gives an analysis of the fatality rates per 10,000 workers employed on an industrial basis from 1960-1969. Mining leads the list with a fatality rate of 13.0 and is followed by forestry with 10.5 and fishing with 8.6. Although fishing is one of the industries with the least number of fatalities, it has one of the highest fatality rates. The lowest fatality rates were in the finance industry with 0.1, and the service industry with 0.2. For all industries the fatality rate in 1969 is 1.4 compared with a 1.8 average rate for the past 10 years. The data seem to indicate a tendency of general decline for fatality rates, which may suggest an increased employer and employee consciousness of industrial safety practices.

Table H-6 presents a more detailed industrial analysis of the total employment fatalities by province for 1968 and 1969.

Table H-7 analyzes the type of accident that caused the fatality. Of the total of 1,057 fatalities in 1969, 259 were the result of a person being struck by an object, 250 were caused by collisions, derailments or wrecks, and 208 were due to falls and slips. At the lower end of the scale, the data indicate that the least number of fatalities was caused by a person striking against or stepping on an object. This type accounted for only four of the fatal injuries.

Table H-8 presents employment fatalities by industry and occupation on a comparative basis for 1968 and 1969. As indicated in the table, craftsmen, production process and related workers incurred the largest number of fatalities, 343. The group of workers experiencing the smallest number of fatalities were clerical workers with 7. The occupational group, miners, quarrymen and related workers, however, experienced the highest fatality rate per 10,000 workers employed with a rate of 23.04. As might be expected, the clerical workers experienced the lowest fatality rate, 0.08. The above relative positions were the same as in 1968.

The final table, Table H-9, analyzes the fatality rates by sex, broken down into three sections; sex and industry, sex and occupation, and sex and age group. As indicated in the table, during 1969 there were only 7 fatalities, out of the total of 1,057, incurred by women workers. With regard to the sex and age analysis, the 65 years of age and over group incurred the highest fatality rate of 4.85. Generally speaking, the fatality rate seems to increase with age, with a plateau in the 25 to 64 year old age group, that is, the common working age for most people.

Table 1 illustrates the number of fatalities and fatality rates for male and female workers over the ten year period 1960-1969. As was the case in 1968, the 1969 fatality rate of 1.99 for males is again below 2.0. For all previous years in the 1960s, the rate was above 2.0. For females, the fatality rate was 0.03.

During 1969, preliminary figures indicate that there were 15 multi-fatality single accidents. These accidents resulted in death to 49 workers. For a more detailed analysis of these accidents, see the quarterly reports in the August, November, February and May editions of The Labour Gazette.

Table 1

	Fatalities		Workers Employed		Rate per 10,000 Workers Employed	
Year	Men	Women	Men	Women	Men	Women
1960	1,124	10	4,362	1,593	2.58	0.06
1961	1,082	4	4,381	1,674	2.47	0.02
1962	1,128	7	4,488	1,737	2.51	0.04
1963	1,220	13	4,567	1,808	2.67	0.07
1964	1,314	6	4,698	1,911	2.80	0.03
1965	1,318	8	4,842	2,020	2.72	0.04
1966	1,227	15	4,983	2,169	2.46	0.07
1967	1,152	4	5,083	2,296	2.27	0.04
1968	1,014	3	5,146	2,391	1.97	0.01
1969*	1,050	7	5,272	2,508	1.99	0.03

* Preliminary

Consumer, March 1970

The consumer price index (1961 = 100) increased 0.2 per cent to 128.9 in March from 128.7 in February and was 4.6 per cent higher than in March 1969. Four of the seven major components registered increases ranging from 0.4 per cent to 0.7 per cent.

The food index declined 0.6 per cent to 130.5 from 131.3 and was 5.4 per cent above the level of a year ago. Beef and pork prices registered decreases of 1.2 per cent and 1.5 per cent, following two successive months of increases. The price of eggs dropped 11.9 per cent and was almost 30 per cent lower than the December 1969 level. The March price level was 1.1 per cent higher than a year ago.

The clothing index moved up 0.7 per cent to 126.0 fro 125.1, and was 1.8 per cent above the level of a ye ago. Following midwinter sales, prices were higher f many items of men's, women's and children's wea There were noticeable increases for men's suits an topcoats, and women's spring coats and dresses. Foo wear and piece goods rose in price, and because specials on dry cleaning charges in Winnipeg and Sa katoon, clothing services registered a decline.

The transportation index advanced 0.4 per cent to 124 from 123.5 and was 4.8 per cent higher than in 196 Automobile operating costs were higher, although ne car prices declined 0.2 per cent. Repair prices rose per cent to 5 per cent, and lubrication charges 1.8 p cent. Gasoline prices rose 0.5 per cent because of in

Price indexes

Lower prices for potatoes, carrots, cabbage and celery outweighed increases for tomatoes, turnips and onions. Among fresh fruits, a 6 per cent decrease in grapefruit prices was not enough to offset higher prices for apples, oranges, and bananas. Fresh milk prices declined 0.1 per cent. Lower prices for bread, cake mixes, and some breakfast cereals were balanced by increases for flour and macaroni. Some items which, in the latest month, and since a year ago, have recorded increases are: peanut butter, 6.0 per cent in the latest month and 13 per cent since a year ago; regular coffee, 1.8 per cent (10 per cent); and lard, 1.8 per cent (19.2 per cent). The price of restaurant meals advanced 0.2 per cent.

The housing index rose 0.7 per cent to 129.2 from 128.3 and was 5.2 per cent higher than last year's index. Increased shelter and household operation prices contributed equally to the increase. Rents rose 0.3 per cent and the home-ownership component increased 0.8 per cent, reflecting higher prices for new houses and repairs. Electricity prices rose substantially in the Province of Québec, and telephone rates rose in some cities in Nova Scotia. The price of home furnishings was unchanged as sales on some furniture items offset increases for floor coverings, household textiles and utensils.

creases in Saskatchewan; the price of tires and batterie each advanced 1.4 per cent. In the local transportatio groups, higher bus fares were recorded in Ottawa, Sud bury and Sherbrooke.

The health and personal care index was unchanged a 137.7 and was 6.3 per cent above its level of a yea ago. A 50 per cent rise in the price of men's haircut in Québec City was offset by minor declines for number of toiletry items.

The recreation and reading index increased 0.4 per cen to 129.5 from 129.0 and was 3.5 per cent higher than a year ago. The increase in the latest month was entirely attributable to a rise of 6.6 per cent in the price o television repairs. At 126.5, the tobacco and alcoho index was unchanged and was 3.8 per cent higher than a year earlier.

City consumer, March 1970

The consumer price index (1961 = 100) increased in five regional cities and city combinations, declined in two and remained unchanged in three others. The movements ranged from an increase of 0.4 per cent in Ottawa to a decrease of the same size in Winnipeg.

Food indexes were lower in all cities except Edmonton-Calgary and Vancouver, with decreases ranging from 0.4 per cent in St. John's to 1.6 per cent in Halifax.

Housing indexes advanced in most cities with generally higher prices for shelter and household operation items. Clothing indexes moved up across the country as a result of higher prices for new spring lines and the removal of midwinter sales. Transportation components registered fractional movements, with the exception of the Ottawa index, which advanced 3.5 per cent because of an increase in local bus fares, and the Saskatoon-Regina index, which rose 1.1 per cent, reflecting increased prices for gasoline, tires and licensing fees. Higher television repair charges contributed to increases of between 0.1 per cent and 0.8 per cent in city recreation and reading indexes; mixed movements were recorded for health and personal care indexes. Tobacco and alcohol components were unchanged from the preceding month.

Regional consumer price index point changes between February and March were: Ottawa +0.5 to 127.0; Vancouver +0.4 to 121.8; Edmonton-Calgary +0.3 to 124.0; Halifax +0.2 to 123.8; St. John's +0.1 to 122.0; Montreal remained unchanged at 124.2; Toronto remained unchanged at 127.2; Saskatoon-Regina remained unchanged at 122.1; Saint John −0.1 to 123.1; Winnipeg −0.5 to 126.2.

Wholesale, March 1970

The general wholesale index (1935-39=100) rose 0.1 per cent in March to 289.5 from the February index of 289.1, and was 3.2 per cent higher than the March 1969 index of 280.5. Six of the eight major group indexes were higher, and two declined.

The non-ferrous metals products group index rose 1.2 per cent to 294.5 from 291.1 on higher prices for copper and its products. A rise of 0.6 per cent to 305.1 from 303.4 in the iron products group index reflected price increases for scrap iron and steel. The vegetable products group index moved up 0.3 per cent to 238.7 from 237.9 on higher prices for sugar and its products, vegetable oils and their products and raw tobacco. An advance of 0.3 per cent in the textile products group index to 257.5 from 256.8, was attributable to price increases for raw cotton and cotton yarns. The non-metallic mineral products group index rose 0.3 per cent to 213.7 from 213.0 on higher prices for crude oil. The chemical products group index increased slightly to 223.8 from 223.4.

The wood products group index declined 0.5 per cent to 378.1 from 380.1 in response to lower prices for fir. The animal products group index decreased 0.4 per cent to 337.2 from 338.4 reflecting price decreases for cured meats, milk and its products, eggs and livestock.

U.S. consumer, March 1970

The United States consumer price index (1957-59=100), seasonally adjusted, increased 0.4 per cent to 133.2 in March, compared with 132.5 in February. Between March 1969 and March 1970, prices rose 6.1 per cent.

A by-product of government economic policy—higher home mortgage interest rates produced by credit restraint—was mainly responsible for the March increase and earlier advances. These higher interest rates accounted for more than a quarter of the increase in the index, and were 23.8 per cent higher than a year ago. Medical care, which has been rising nearly every month, advanced sharply in March.

Food prices, assisted by a decline in the cost of eggs, rose only 0.1 per cent, much less than in recent months. The category of consumer durable goods rose 0.4 per cent. Seventy per cent of the increase in the March price index was due to the cost of services, led by mortgage interest rates and medical care. Other service increases included home repairs, property taxes, telephone charges and water and sewer bills.

Economic and psychological benefits of employment

"In terms of economics, every society, whatever its employment situation or its population distribution, will be concerned with the difference between an employed person contributing to the community and an unemployed person drawing upon its resources," says Promoting the Placement of Older Workers, one of several reports dealing with older workers published during recent years by the Social Affairs Division of the Organization for Economic Co-Operation and Development.

The report points out that the reasons for being concerned about the effective use of older workers are not solely economic. They are also social and psychological. These reasons prevail in every community, although their emphasis must be modified by the national employment position. Countries with more jobs than people available to fill them must be interested in methods of making use of all potential additions to the labour force. Countries with more workers than jobs, in addition to referring qualified workers to available positions, must be interested in improving the qualifications of unemployed workers so that they may be competitive in the labour market. In this way the workers will benefit and make their contribution to a country's economy.

According to the publication, every society will be interested in the effect of finding employment on the morale and mental health of the job seeker and his family. Exclusion from work may bring distress and personali deterioration. The causes may include: loss of identit loss of means of social interaction; loss of means killing time; and loss of a source of intrinsic enjoymen Being out of work is so damaging to self-esteem th many people fear even normal retirement.

Reasons listed by the report for keeping older peopl in employment were summarized as follows:—they ar potentially valuable manpower; their employment ir creases buying power; their employment increases ir come tax revenue and reduces the charges on publi assistance; the resultant tax reductions reduce the bur den on workers in younger age groups; and their prc ductive participation means greater happiness for ther and their families.

The publication includes conclusions of the OECD Manpower and Social Affairs Committee on policies fo the employment of older workers. These conclusion explain that, although the employment problems of olde workers may in some cases become apparent on th job through falling productivity, they more often be come evident when these workers have to seek new jobs or transfer to new occupations requiring training due in some cases, to: the high rate of technological an economic change; and the fact that many younger peo ple have had longer and more recent periods of educa tion and training. The preference for younger person and the views held by some employers concerning olde workers as a class constitute barriers to a fair appraisa of their competence and potentialities. The prevalenc

of formal or informal age limits in hiring and job placement are evidence of these attitudes, even if exceptions are made or the limits relaxed in periods of labour shortages.

The Committee's recommendations are that member countries consider measures aimed at preventing older workers from being forced into unemployment, less remunerative employment, and premature retirement, and at extending the opportunities for their productive employment. These recommendations include programs for health, education and vocational training that would be made available to workers to promote mental and physical adaptability to changing job requirements and social needs.

Another suggestion made in the conclusions was that **training methods in public and private establishments should be specifically adapted to the learning needs of older persons. Preparatory general education might be acquired by individuals before their occupational training for suitable available jobs.** According to the OECD Committee, such general education and training should be carried out under conditions providing personal security in an environment that minimizes distraction. Special materials should permit learning through controlled experience, participation, discrimination and discovery in a series of problem-solving tasks. Instruction should be brief and easily comprehensible. The program should allow time for consolidation of what has been learned. Where jobs are not immediately available, experiments point to the value of multi-occupational training.

The proposals urge measures to discourage employers by appropriate means from imposing general maximum age limits when engaging new employees, and suggest the conducting of a special educational program designed to persuade employers to consider older job applicants on their individual merit.

Another recommendation was that **pension systems allow for flexible retirement from work, except where job requirements indicate otherwise. It proposed that private and public bodies concerned with retirement benefit or pensions systems be encouraged to review their practices to permit greater personal choice as to age of retirement.**

According to the Committee's conclusions, individual enterprises should promote the continued use of their older employees through personnel policies that minimize redundancy by internal job transfers, job redesign and training techniques especially adapted to older workers. Institutional policies that limit the employment of older workers should be modified without impairing the value of the benefits to all employees. **Promoting the Placement of Older Workers,** OECD, Paris 1967. **No. 4,** available in Canada from the Queen's Printer, Ottawa, or a Queen's Printer's Bookshop; $2.30.

No communication problem

Albert Schmitt has worked for McDonnell-Douglas Corporation for 27 years. He moves quickly and competently around his work section in the huge aerospace complex outside St. Louis, Missouri. He is obviously on excellent terms with his supervisor, J. E. Cresswell, who describes him as "an ideal employee."

Albert Schmitt has been deaf and mute since infancy.

In 1942, McDonnell was hard pressed by the manpower shortage, as were most other wartime industries. Mr. Schmitt applied for a job and was sent to a company training school to learn shop techniques. He was sent also so that the company could find out whether deaf persons could perform adequately in production. Mr. Schmitt learned his skills well, and McDonnell learned that the deaf, even a mute like Albert Schmitt, can do a job as well as the person without such handicaps.

Since that time, McDonnell has hired more than 100 deaf persons. According to one supervisor, "They're better than the average worker. They're not so distractable. You don't have that problem of too much socializing and not enough work. They stay on the job."

To communicate with the employees, Mr. Cresswell too it upon himself to learn sign language three years ag when he was appointed supervisor of Mr. Schmitt production group. "It wasn't easy in the beginning, he recalled. "Whenever I wanted to tell Albert some thing, I'd have to rehearse it first."

William Schwarz, a deaf riveter at McDonnell, can rea lips and speaks quite clearly. He has worked for th firm for nearly 19 years. Mr. Schwarz is also considere an exceptional worker by his supervisor, who said tha the deaf man can communicate easily with his fello workers "when it's something to do with the job. Some times it's a little hard if they get onto other subjects."

Gerry Whittington, Supervisor of General Employmen for McDonnell, said that, depending on a deaf person' skills and the company's personnel needs at the tim he applies, "we have no qualms at all about hiring th deaf." The company employs many deaf girls doin keypunch work in the automation department; most o the deaf men are in sheet metal fabrication and assem bly work. "Needless to say, we are not going to pu

Supervisor Les Batton

Albert Schmitt

a deaf person in a hazardous area. If a man is in danger through some shop accident, and somebody yells to warn him, he has to be able to hear it," Mr. Whittington said.

"We give training to all new employees who come without skills, but it's in the form of lectures and films as well as practical experience and it would be very difficult for a deaf person to catch it all. So we usually train the new employees on the job—assign one person to just stay with him and show him what he has to do," Mr. Whittington explained. "We always ask the foreman, of course, but we've seldom had one turn us down."

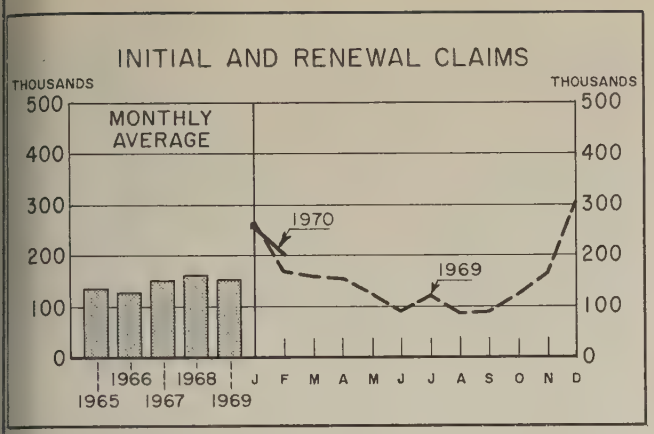
All the deaf production workers at McDonnell, including several husband and wife teams, are members of the International Association of Machinists and Aerospace Workers (IAM). "The deaf and deaf mute workers are among our most respected and well liked members," an IAM representative said. The company was hit by strikes last year. In strike vote meetings, a special section was set aside for the deaf workers, and a union member with normal hearing and knowledge of sign language served as a translator so that the deaf men and women could fully participate in the heated debates.

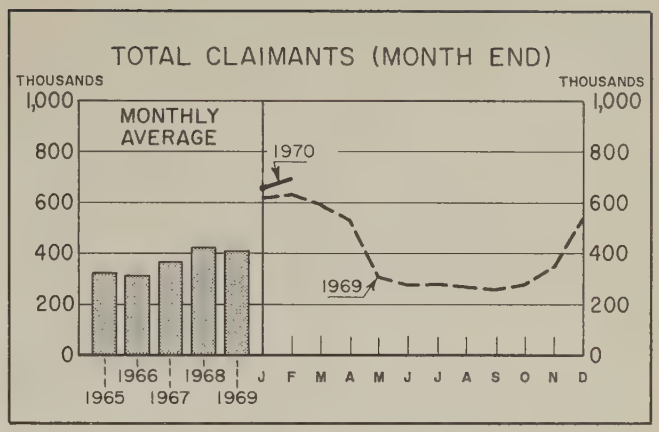
Unemployment insurance report

Summary Table

Activity	Feb. 1970	Jan. 1970	Feb. 1969	Cumulative Dat: Jan. to Feb. 1970	Cumulative Dat: mor end Febru 1
		(in thousands)			
Insured population at end of month	—	5,610	5,551	—	
Initial and renewal claims filed:					
Total	201	266†	169†	467	1,8
Initial	155	212†	135†	367	1,4
Renewal	46	55†	34†	100	4
Claimants currently reporting to local offices	694	659	631	677*	4
Beneficiaries (weekly average)	549	549	536	549*	3
Weeks compensated	2,196	2,198	2,145	4,394	15,9
Benefit paid	$77,632	$76,500	$67,394	$154,133	$524,4
Average weekly benefit	$35.34	$34.81	$31.42	$35.08	$32.3

* Monthly average.
† Discrepancy between totals and subtotals due to rounding.



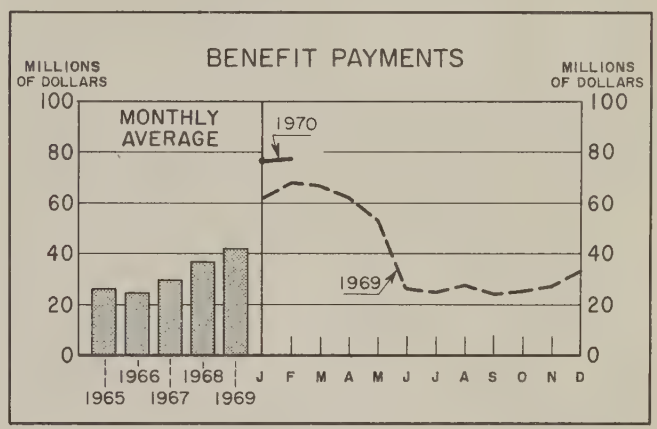


A total of 200,824 initial and renewal claims were filed in February 1970. This total was a decrease of 65,320, 25 per cent, from the number of claims filed in January 1970 but an increase of 32,235, or 19 per cent, over the number of claims filed in the same month a year ago.

With the exception of Ontario, all provinces experienced claim decreases over the previous month that were greater than the Canadian average of 25 per cent. In Ontario, partially as a result of temporary layoffs in the automotive industry, the number of claims filed decreased by only 7 per cent.

Compared with the same month a year ago, a tightening in the Ontario labour market is indicated by the increase of 14,836, or 32 per cent, in initial claims and an increase of 9,792, or 84 per cent, in renewal claims. The claim increase in Ontario combined with the claim increase in Québec for this same period—an increase of 4,597, or 12 per cent, in initial claims, and an increase of 2,686, or 24 per cent, in renewal claims—coincides with 93 per cent of the total Canadian claim increase between February 1969 and the same month this year.

Claimants for unemployment insurance benefit totalled 694,416 on February 27, 1970. This was an increase of 34,957, or 5 per cent more than the 659,459 claimants registered on January 30, 1970. All provinces, with the exception of British Columbia, experienced claimant increases ranging from 510, or 9 per cent, in Prince Edward Island to 17,343, or 9 per cent, in Ontario. In British Columbia, a decrease of 1,584 in the male claimant population created a 2 per cent decrease in the provincial claimant population.

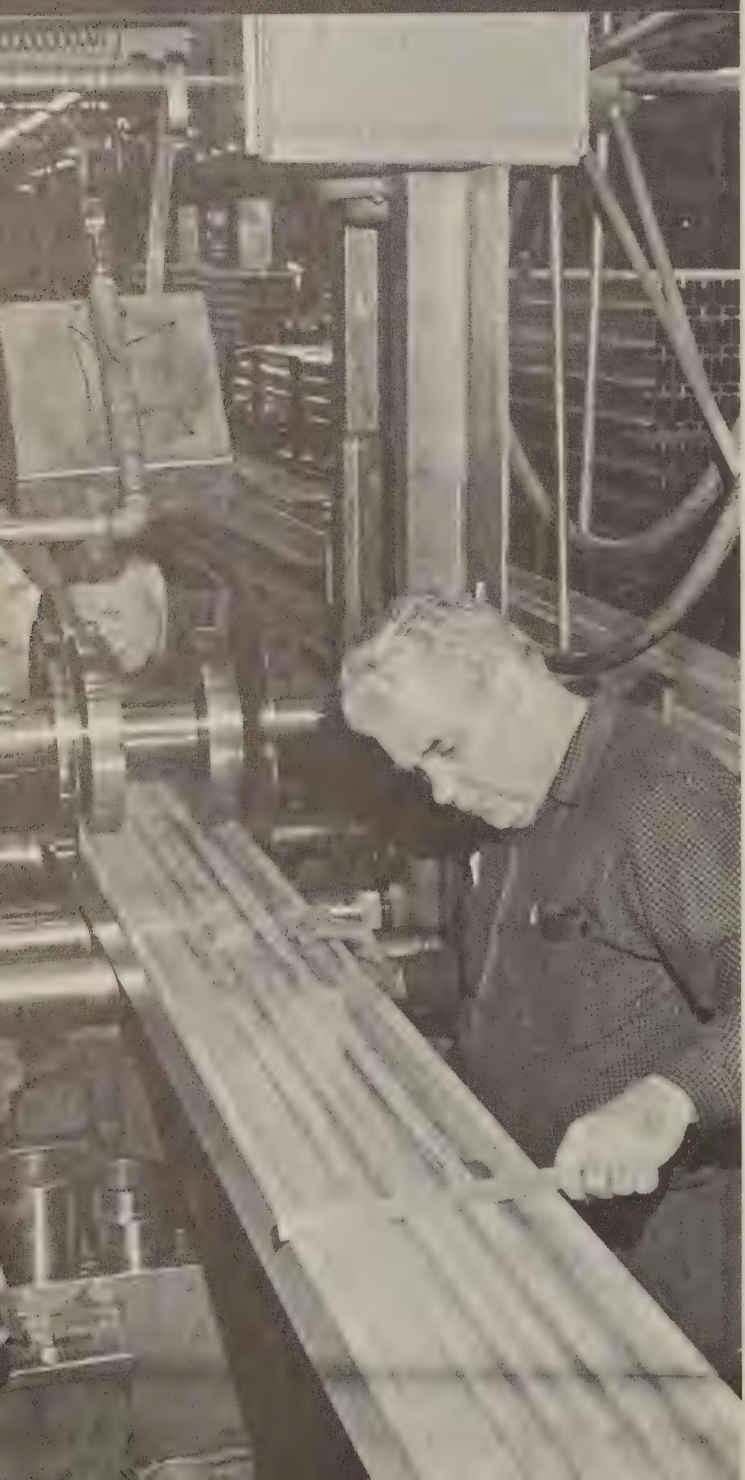


Although, on average, both male and female claimant populations each increased by 5 per cent in Canada, experience varied greatly between provinces. Of the total increase in claimants between January 30 and February 27, 71 per cent is accounted for by males.

The claimant count on February 27, 1970, is an increase of 63,394, or 10 per cent, over the 631,022 claimants registered on February 28, 1969. In a comparison of provincial data from these two reference dates, Newfoundland, Prince Edward Island and British Columbia retained smaller claimant populations as a result of fewer male claimants. All other provinces experienced increases in their claimant count, ranging from 538, or 2 per cent, in New Brunswick to 37,939, or 21 per cent, in Ontario.

The average number of beneficiaries per week during February 1970 was estimated to be 549,100 compared with 549,400 in the preceding month and 536,200 in February 1969. Benefit payments totalled $77.6 million in February 1970, compared with $76.5 million in the previous month and $67.4 million in February of last year. Average weekly benefit paid was $35.34, compared with $34.81 in January and $31.42 in February 1969.

A matter of trust



It started back in 1958 with the XYZ theory of manag ment, and a man named Mel Williamson, a new wor manager at the Alcan plant in Kingston. Mr. Williams had not only read articles on the theory (L. G., Fe 1969, p. 92), but came up with an obvious but oft untried premise: "No man can run a plant single-hande ly from one desk." Plants, like their botanical counte parts, were organic things, and if they were to functi and continue to grow and compete, you had to crea the proper soil to nurture them. And this would me picking the brains and getting the co-operation of eve worker in the organization.

Workers wanted not only to work, thought Mr. Willian son, but they wanted to work creatively. Most of t trouble seemed to stem from stifling a worker's potenti and it was this potential that could give the compa the extra dividends it hadn't bargained for. Mr. W liamson began by delegating work to his departme heads and encouraging them to pass on responsibili to their subordinates. This eliminated the necessity passing through several levels of authority before decision was made, and naturally expedited work. also reduced the levels of management in some cas from about 12 to four or five.

The Personnel Manager, Fred Whitney, who had bee with the company since 1939, was in accord with M Williamson's method. So with his help, and with th help of many capable people, like Roy Collins, Alcan Assistant Personnel Manager, **Alcan tossed out its tim clocks and put 1,500 blue-collar workers on salary.**

When 1962 began, time stopped at the Alcan plant. N whistle signified the beginning and end of shifts, an the managers waited in the wings, not without trepid tion, for the work performance to begin. And begin did. Without the whistle to tell them to stop, some me just had to keep on working, not because they we forced to, but because they wanted to finish somethin before they left for the night. The result was that, where previously there had been a half hour lull, the machine never stopped; they just kept whirring along. And yo couldn't tell where one shift left off and the other bega

Of course, it was tough initially on the foremen. An some of them just couldn't adjust. The foremen ha to make more decisions, and they had to be sensibl humane decisions. Somehow they had to help the fore man understand the newer approach and his role i it. **Between 1960 and 1963, foremen and other membe of management attended classes in business administra**

tion at Queen's University for a half day a week for a ten-week period. There were 30 men to each class, and those that were unable to adjust to the new role were retired early or moved to other jobs. With their new responsibility, and with the new responsibility of each worker on the foreman's team, it just didn't seem appropriate to regard them as "blue-collar" workers any more, so with the consultation of management at all levels the company decided to discontinue the hourly wage scale too, and, in October 1966, the Kingston Alcan workers became salaried employees.

Now, foremen took a keener interest in the whereabouts of their men. Before, if a man missed half a day it didn't seem to matter so much because the company didn't pay him. But the foreman's attitude changed with the introduction of salaries, and so did the attitude of the men. Some who looked forward to the opening of the hunting season or the fishing season, and who didn't mind taking the odd day off, suddenly became very responsible. They were being paid for the day, and somehow it just didn't seem right not to be there. And of course, some of the men who used to be at work every day under the hourly wage deal thought they could "goof off" now and then at company expense. But the irresponsible group was definitely in the minority. **"When we took away the controls we were warned that production would become sloppy," Mr. Whitney said. "Let me ask you then if producing more metal at a cheaper price is an indication of sloppiness?"**

Naturally other companies write and phone and send representatives to Alcan. "We want to use your ideas. Tell us how it's done," they say. And these requests are a source of apprehension for both Mr. Whitney and Mr. Collins. Too often the requests are for the working procedures of the salary plan and time clock innovations, rather than the company's basic industrial relations philosophy. Mr. Collins fears that some of these procedures may be adopted as isolated "gimmicks." And both men want this made clear: the salary plan and other attention-grabbers are not the cause, but the result, of mature industrial relations.

Since Alcan's management philosophy changed direction, Mr. Collins stated, the results have been positive, although not measurable. **There is increased economic security for employees, people are working together more closely than before, the level of employees' constructive critical comment is up, employees are finding work more interesting, and there is an indication of more job satisfaction.** "Although we can't prove any of these things," Mr. Collins said, "we are confident we've made substantial improvements."

The company has done an almost complete about-face since wartime control in the 1940s. Aluminum manufacturing was an essential industry, and the human side of management tended to get lost in the rush to meet production schedules.

"The guys used to fill in three forms to draw a part from the warehouse, but our new philosophy changes all that," he said. "Now if a man wants a two-inch bolt, he goes to the warehouse and simply says 'I need a two-inch bolt' and they hand it to him." In another move to give the working man an identity, the 150-member inspection department was discontinued. Inspection department workers were placed elsewhere in the plant because, Mr. Whitney said, "we felt the man on the machine had, with training, the ability to judge his own work."

Mr. Whitney recalls the evening he stopped a mechanic in the hallway. The mechanic told him that he had installed new bearings in a machine and had come back to see how it was running. "The point to this," Mr. Whitney said, "is that the man was working day shift, and here he was in at 8 o'clock in the evening because he was interested in his work."

Alcan employees are encouraged to take an interest in their work. A worker is shown how his particular job fits into a wider context. At another Alcan plant recently, an operator of an aluminum foil machine took it upon himself to alter an order for wrapping paper slated for a candy manufacturer. The order called for foil rolled with the shiny side up, but the operator rolled the foil with the shiny side down. He decided to make the decision for two reasons: he had visited the candy factory on company time and noticed how the foil was used, and he knew that the company respected his judgment and would not discipline him if it turned out that he had made the wrong decision.

But how do the unions react? Gordon Tuepah, who heads Local 343 of the United Steelworkers of America, and keeps a keen eye on the welfare of the plant's 1,135 union members, says that, in spite of the plant's policy of human dignity, delegation of authority and trust,

people are still people, and do have problems from time to time. **"But the company is willing to discuss with the union, all matters affecting the employees, and the union is willing to discuss matters with the company. A lot of companies tie themselves up with rules, and when they have a problem, they apply the rules. One side gains and one side loses, and this usually means trouble when the time rolls around for the next negotiations."**

Mr. Tuepah, who worked 23 years in the foil-rolling department, would like to see more companies rating their blue-collar workers as "first-class citizens." The more the worker is permitted to contribute to his job, he said, the less the company has to rely on rules.

"When a new machine went in recently, do you know where the operators were? They were in a classroom learning how to run the new machine," Mr. Tuepah said. "These guys who work in a group are consulted about changes. Back when I started on the rolling machines, we were never told what was happening. Engineers would install new machinery and after it was reac and humming, we were brought in and told: 'Here. yc push this button to start, and this to stop. If anythin goes wrong don't touch anything, call the boss.' No they realize that, just because a guy wears a blue colla it doesn't mean that he hasn't got a head on h shoulders."

It used to be, Mr. Tuepah explained, that the unior wanted rules so that they could fight management, an the companies used rules to cut down the unions. "Bu now, 98 per cent of our problems are dealt with on person-to-person basis rather than writing out a griev ance." And any employee has a right to meet with manager, up to and including the head man at the plan

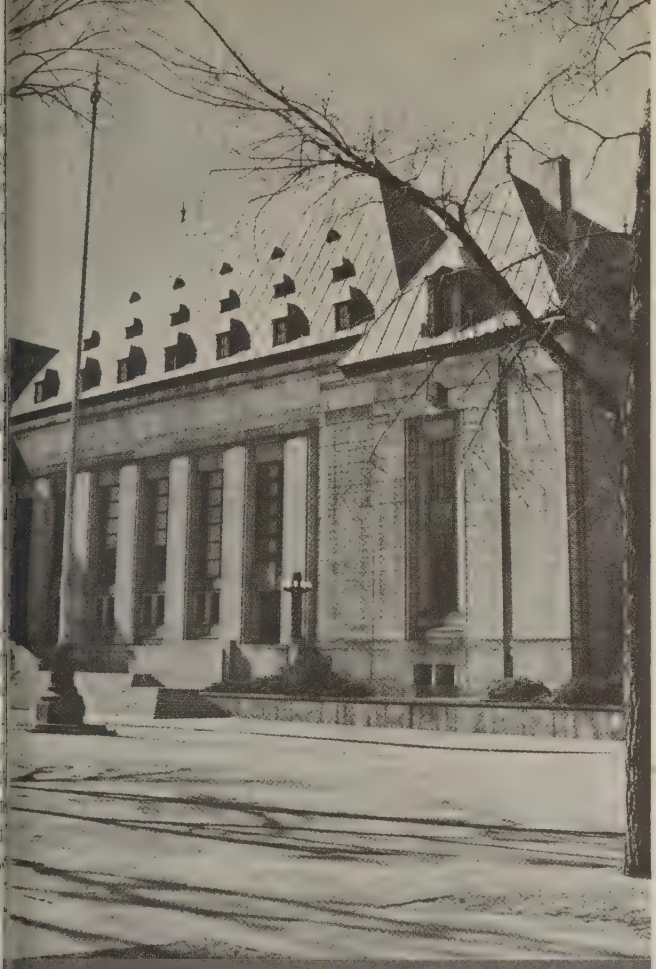
"Naturally there comes a time when a guy has a griev ance and I know without a doubt that I can beat hi in a legal fight," Mr. Whitney said. "But if we go ahea and win where's the satisfaction? You've still got disgruntled employee on your hands, and that's no gai for the company." Mr. Whitney went on to say tha **in union-management dealings, the contract is seldor on the desk. Rather than fight with the printed wor the two parties are more inclined to sit down and discus how they can reach a reasonable decision together.**

Michael Waller, President of the International Associa tion of Machinists, Local 54, agrees with Mr. Whitne and Mr. Tuepah that about 95 to 98 per cent of dis agreements are nipped in the bud. "The flexibility o our collective agreement works to our advantage. W know the intent behind these clauses, and the day tha this doesn't work out," he said, "our agreement will lool about the size of a mail order catalogue."

Both union men think the system is greater than it parts, and could not be dented by a change in unior and company negotiating committees. "Of course there' always the type of employee that tries to beat the system no matter what kind it is," Mike Waller said. "But w let him know about it in a hurry."

"The system, of course, is to our advantage," interjecte Gordon Tuepah. "The more efficiently the plan operates, the more money we can negotiate for ou personnel." But both men agreed that it wouldn't worl in every plant, those places where there is a lot o nitpicking and strained relationships.

And what was that special ingredient that oiled th wheels of their own harmonious management-unior relationship? "I guess you could call it a matter of trust," they agreed.



Legal decisions

Two cases originating before the Ontario Labour Relations Board concerned the problem of certifying a union for employees whose qualifications or duties differ from those usually admitted to membership in the union. In the first case, a cause célèbre early in 1970, the Supreme Court of Canada decided that the board had no jurisdiction to certify after determining that employees were members of a union in accord with the board's standard criteria for union membership. The Ontario Legislature has since amended the Labour Relations Act in order to incorporate the board's criteria for union membership into the Act.

Supreme Court of Canada

The International Union of Operating Engineers applied to the Ontario Labour Relations Board in February 1967 for certification as bargaining agent for employees of the Metropolitan Life Insurance Co. engaged in building maintenance and cleaning operations in Ottawa. Of thirty employees in the proposed unit, twenty-one were claimed by the union to be members. The company opposed the application on the ground that the constitution of the Operating Engineers could only be interpreted to exclude from union membership those employees claimed as members; for the board to entertain this application would be in direct conflict with the union constitution. Sec. 7 of the Ontario Labour Relations Act states in subsection 1 that "Upon an application for certification, the board shall ascertain the number of employees in the bargaining unit at the time the application was made and the number of employees in the unit who were members of the trade union at such time as is determined (by the board)" and states in subsection 3 that "if on the taking of a representation vote more than 50 per cent of the ballots of all those eligible to vote are cast in favour of the trade union, and in other cases, if the board is satisfied that more than 55 per cent of the employees in the bargaining unit are members of the trade union, the board shall certify the trade union as the bargaining agent of the employees in the bargaining unit."

The board said in its reasons for decision that the company's argument was based on the erroneous assumption that, in determining union membership for the purposes of Sec. 7, the board is bound by the provisions of the particular union's constitution. **The board, however, had a longstanding policy for dealing with the question of whether an employee is a member of a union applying for certification. The policy had been set out in this way:**

Upon receiving an application for certification, the board will require the applicant to submit evidence that each employee said to be a member of the applicant has (1) applied for membership in the applicant, and (2) indicated his acceptance of membership and his assumption of the responsibilities of membership (a) by paying to the applicant, on his own behalf, an amount of at least $1 in respect of the prescribed initiation fee or monthly dues of the applicant, or (b) by presenting himself for initiation, or by taking the members' obligation, or by doing some other act which, in the opinion of the board, is consistent with membership in the union.

The board said that it had set its own standard of membership and had not considered constitutions of applicant unions except when a constitution contains a clear-cut prohibition or express exclusion of a certain class of persons. The board had found it desirable to set a uniform standard for determining whether employees are members rather than be bound by requirements in union constitutions.

The argument that the board must look to union constitutions in order to interpret the word "members" would be entirely inconsistent with the board's policy. It was not prepared to depart from this policy. It did not regard itself as bound by membership and eligibility requirements of union constitutions when interpreting the word "members" in Sec. 7 of the Act. In determining whether an applicant union is capable of representing all the employees in an appropriate bargaining unit, the board said that it was concerned with whether the union accords all such employees full rights and privileges as members. If so, the board would find that the employees are eligible to become members and, depending on the evidence, that they are members under Sec. 7 and that the union is capable of representing all employees in the unit. The board did say that it would review its decision in a particular case if, subsequently, it came to light that employees in a unit were not being accorded full status as union members. The possibility that this might happen in the future was no ground for withholding bargaining rights. No representation vote having been held, the board found that more than fifty-five per cent of the employees in the unit were members, and it granted certification to the Operating Engineers.

The company, on the basis of the manner in which its objection to the certification application was dealt with, applied for certiorari against the board's decision. **The Ontario High Court judge found that the union constitution did not provide for admission to membership of persons other than operating engineers. It was also clear that the employees in the proposed unit were not operating engineers.** There was no dispute, nor was it suggested by the board, that the employees were members the full legal sense as between themselves and the unio However, the board applies certain criteria that it regarc as practically acceptable in such cases; when the cr teria are satisfied, the board has not considered itse bound by the union constitution. Although he conclude that the board had erred in law on the face of its decisio the Ontario High Court judge held that, under th Labour Relations Act, the error was in a matter withi the board's exclusive jurisdiction, and that privativ clauses prevented any review of that error by way c certiorari proceedings. The Ontario Court of Appe unanimously affirmed the High Court decision. Th certiorari action having been dismissed in the Ontari courts, the company appealed to the Supreme Cou of Canada.

Mr. Justice Cartwright, speaking for the Supreme Cour said that there was no serious dispute regarding th principles that guide the court in deciding whether i has the power and duty to review the decision of a lowe tribunal when the act creating the tribunal contains privative clause; the difficulty arises with the applicatio of the principles to a particular set of facts.

The source of the board's jurisdiction and the natur of the task imposed on it before granting certificatio in this case are to be found in Sec. 7 of the Act. N representation vote having been taken, the board ha to be satisfied that more than fifty-five per cent of th employees in the proposed unit were members of th union. If the board had addressed itself to this question its decision could not be interfered with by the court even though the board had erred in fact or law.

From the reasons given by the board for its decisio it was clear to Mr. Justice Cartwright that the board instead of asking itself the question whether more than fifty-five per cent were members of the union, had inquired whether, in regard to the required number of employees, certain conditions had been met: (1) the employee had applied for membership; (2) the employee had indicated his acceptance of membership and its responsibilities by paying to the union at least one dollar of the prescribed fees or dues; (3) the constitution of the union contained no express prohibition of the employee being admitted to membership; and (4) the union had accorded to the employee full rights and privileges as a member. **On being satisfied that these conditions had been fulfilled, the board would treat an employee as a member of a union for purposes of certification, even if it were plain from the terms of the union's constitution and from the nature of the qualifications and duties of the employee that he was not and could not be a member of that union.**

Mr. Justice Cartwright found that the board, by proceeding in this way, failed to deal with the question imposed on it by Sec. 7 and, instead, decided a question that was not imposed on it. The board thereby stepped outside of its jurisdiction; the privative clauses in the Ontario Labour Relations Act gave no protection to the board's certification order in this case. The company's appeal was allowed by the Supreme Court of Canada, and the board's decision to certify was quashed. **Metropolitan Life Insurance Co. v. International Union of Operating Engineers, Local 796, et al.,** decided January 28, 1970, 70 CLLC, para. 14,008.

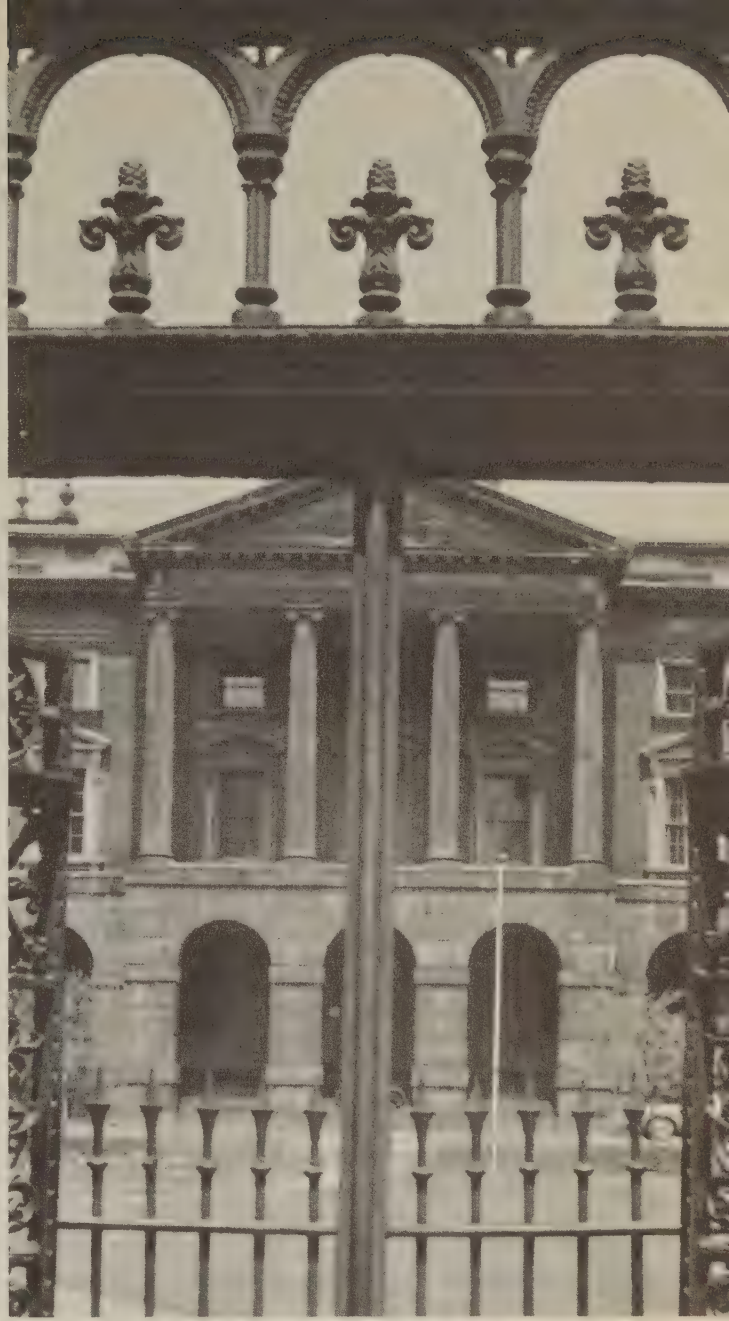
Ontario Court of Appeal

In the second case, the court, although finding that the labour relations board had erred in law, upheld the board's decision not to certify a union that admitted to membership persons other than security guards.

A local of the Labourers' International Union of North America applied to the Ontario Labour Relations Board for certification as bargaining agent for employees of a company that provided security guard services to others on a contract basis. In part, Sec. 9 of the Ontario Labour Relations Act states that no employer shall be required to bargain with a trade union on behalf of any person employed as a guard if the trade union admits to membership or is chartered by, or is affiliated, directly or indirectly, with an organization that admits to membership persons other than guards. The Labourers' Union is one that admits to membership persons of varying degrees of skill, including unskilled workers. **The Labour Relations Board took Sec. 9 to mean that a trade union is not qualified to represent security guards if the union is not a security guards' union. As a result, the board refused to certify the union for the unit of guards.**

The Labourers' local sought review of the board's decision by way of certiorari, but the Ontario High Court decided that the board's decision was not reviewable even though the judge was inclined to the view that the board had erred in its interpretation of Sec. 9.

The Ontario Court of Appeal agreed with this judgment. Taking into account the history of Sec. 9, the three judges were of the opinion that the board's interpretation of that provision overplayed its purpose, which is, the court said, to limit representation of security guards employed to protect their employer's property to an independent, unaffiliated union that embraced no other category of members. The provision was being read too widely if the board understood it to cover guards whose employers contracted out services to others. Although not adopting the board's interpretation of Sec. 9, the Court of Appeal said that the board had jurisdiction to interpret provisions such as Sec. 9 and to apply those provisions as interpreted; moreover, the act contained a privative clause.



The board's decision not to certify the Labourers' local, although based on an interpretation that was unacceptable to the court, was not reviewable. The union's appeal was dismissed. **Labourers' International Union of North America, Local 183 v. Knight Security Guards Ltd.,** decided May 6, 1969, 69 CLLC, para. 14, 185; [1969] 5 D.L.R. (3d), Part 8, p. 707.

General topics

Wage schedules

During March, the Department of Labour prepared 280 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 188 contracts in these categories were awarded. In addition, 220 contracts containing the General Fair Wages Clause were awarded. A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in March for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Indian Affairs and Northern Development	2	$667,228.50
Post Office	39	826,386.41
Supply and Services	120	522,226.00

During March, the sum of $5,891.40 was collected from 23 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 123 workers concerned.

Employment review

Employment increased by 20,000 to 7,525,000 between February and March and was 54,000 higher than in March 1969. Unemployment advanced 16,000 to 542,000; in recent years it decreased or showed little change during this period. The labour force, at 8,067,000, was 36,000 higher than in February, and 148,000 higher than a year ago. The unemployment rate in March, seasonally adjusted, was 5.1 per cent.

Employment

In non-farm employment, the largest gains were in trade, 25,000, and community, business and personal service, 22,000. The employment expansion in construction, 15,000, was above average for this time of year. A larger-than-usual employment decline occurred in forestry, 23,000; in transportation, communication and other utilities, there was a decline of 21,000. There was little change in farm employment.

Compared with a year earlier, employment in community, business and personal service showed the largest increase, 88,000, with a smaller increase in finance, insurance, and real estate, 19,000. A decline of 28,000 in agriculture partially offset the gains in non-agricultural industries. Regionally the annual increases in British Columbia and Ontario were 4.0 per cent and 1.3 per cent. In other regions, there was little change.

Unemployment

Unemployment, at 542,000, was 16,000 higher than in February and 94,000 more than a year ago. The annual increases in the number of unemployed were: Ontario, 42,000; the Prairies, 21,000; Québec, 16,000; and British Columbia, 15,000. There was no change in the Atlantic region.

Of the total unemployed in March, 145,000, or 27 per cent, had been unemployed for less than a month, 36 per cent for one to three months, and 37 per cent for four months or more. Unemployment in March represented 6.7 per cent of the labour force, compared with 5.7 per cent in March 1969 and 6.4 per cent in March 1968.

U.S. employment

Unemployment rose 4.8 per cent in April from 4.4 per cent in March—the largest advance in ten years. The unemployment total increased by 300,000 to 4,000,000.

The growth in the number of unemployed is a continued reflection of the government's tight fiscal and monetary policies and the resultant slowing in the economy. Layoffs in the defence and aerospace industries have swamped the labour market at a time when the civilian manpower demand is at its lowest level in about six years.

Unemployment insurance fund

During March, 21,498 investigations were finalized across Canada. Of these, 13,563 were on-premises investigations, 2,071 were selective investigations and 1,966 were random sample investigations of claims to verify the fulfilment of statutory conditions. The remaining 588 formal investigations and 3,310 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,761.

Prosecutions were commenced in 288 cases, 287 against claimants and one against an employer. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in March totalled $46,229,380.85 compared with $51,359,835.68 in February and $48,749,078.68 in March 1969. **Benefits paid in March totalled $24,280,170.00 compared with $19,929,622.00 in February and $66,440,570.04 in March 1969.** The balance in the Fund on March 31, 1970 was $461,098,080.49 compared with $498,887,817.48 at the end of February and $382,638,687.36 on March 31, 1969.

New publications

A supplement to the Canada Department of Labour publication, **Workmen's Compensation in Canada,** covering changes in workmen's compensation laws in 1969 is available free from the Publications Division of the Department. Prepared by the Legislation Branch, the supplement is a reprint of an article that appeared in the March 1970 issue of **The Labour Gazette**, with the addition of up-to-date tables of benefits. The revised tables show the benefits and allowances payable under workmen's compensation laws at the end of 1969.

The Legislation Branch has put together in one pamphlet the articles on labour legislation in 1968-69 that appeared in the December 1969 and January and February 1970 issues of **The Labour Gazette**. The pamphlet, titled **Developments in the Enactment and Administration of Labour Laws in Canada 1968-69,** describes

changes made during the year in labour standards, human rights, industrial training and apprenticeship, industrial safety and labour relations. The articles are in both English and French. Interested persons may obtain a copy of the publication free on application to the Legislation Branch, Canada Department of Labour, Ottawa.

For users of the Legislation Branch publication, **Labour Relations Legislation in Canada**, which was recently reviewed in **The Labour Gazette** (L. G., March, p. 196), a separate reprint of the article, describing changes in labour relations legislation in Canada 1968-69, is available free from the Publications Division. This article updates the material in the main publication, describing the important enactments of the year, including the establishment of a Labour Court in Québec.

July credits

Unemployment Insurance Report, p. 492, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 507, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 504, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act concerning the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Legal Decisions, p. 497, is prepared by the Legislation Branch of the Canada Department of Labour.

A Matter of Trust, p. 494, extracted from Teamwo in Industry, a publication of the Labour-Manageme Consultation Branch, Canada Department of Labour.

Economic and psychological benefits of employment, 488, was submitted by the Section on Older Worke Manpower Utilization Branch, Department of Ma power and Immigration.

Employment injuries, p. 484, are prepared by the Su veys Division of the Canada Department of Labour Economics and Research Branch.

Photos. NFB: Cover, p. 473, 476, 477, 479, 481, 48 487, 489, 497, 499. Murray Mosher: p. 466. Gabo Szilasi, Montreal: p. 468. Public Archives of Canada p. 470. William C. Baird Photography, Kingston, Ont p. 494, 496. Murray MacGowan: p. 515.

Omissions

There will be no B or C-3 tables this month. Informa tion for the B table, Estimates of Labour Income, b Industry, and the C-3 table, Estimates of Employee by Industry, Provinces and Canada, were not availabl at press time.

Technical notes to "E" tables

Under the Unemployment Insurance Act, contact between the claimant and the Unemployment Insurance Commission is achieved by means of a network of local offices. Tables E-2 to E-4 relate to local office operations, though Table E-3 includes data on regional office processing.

Upon separation from employment, a person wishing to file a claim for benefit applies either in person or by mail to the nearest local office of the Commission. The claim will be either an "initial" or a "renewal" depending upon whether or not it is necessary to compute benefit rights. On an initial claim, the claimant's benefit entitlement is calculated, and this will be available for compensation of spells of proved unemployment during a period of one year,* unless used up prior to that time. When a claimant misses two successive scheduled reporting dates and subsequently files a claim, a renewal claim will serve to re-activate the claim, provided that there is still benefit available.

The total of initial and renewal claims (Table E-3) thus approximates the number of recorded separations from employment during a month. However, to the extent that an initial claim is taken from a person who has just exhausted benefit and seeks re-establishment of credits, the total would constitute an overstatement of the new cases of recorded unemployment. Claims in the category "entitled to benefit" include initial claims on which the contribution requirements were fulfilled and no disqualification was imposed, and renewal claims allowed, with no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and in addition, disqualifications imposed on either initial or renewal claims. Claims not completely processed at the end of the month are shown as "pending."

Claimants are required to report every two weeks by mail to the local office. Information on the number of claimants currently reporting to local offices is obtained by a count of individual unemployment registers in the currently active file at the month-end (Table E-2). Once a claim is taken, the document on which the record of activity is maintained (the unemployment register) is placed in the active file, and it becomes dormant only after the scheduled reporting pattern has been broken twice in succession or the claimant finds work. The count of weeks on claim represents the number of weeks of proved unemployment since the most recent separation from employment. When a new unemployment register is prepared, because the previous claim has terminated and a new entitlement has been computed, the number of weeks is calculated from the date of actual separation from employment. Information on the number of weeks on claim is based on examination of a 10-per-cent sample of unemployment registers.

Payment data are provided by Treasury Offices of the Unemployment Insurance Commission and relate to transactions during a month. In some cases, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks.

Estimates of the insured population (Table E-1) are based on an estimate of persons either working in insured employment or on claim at June 1 each year. Monthly estimates of insured employment are projected from the June 1 figure, using employment indexes, for individual industry divisions as published in Employment and Average Weekly Wages and Salaries (Employment Section, Labour Division, DBS) (DBS Cat. No. 72-002). The number of claimants recorded at the month-end, as described above, is added to provide the total estimate.

*Under the Training Allowances Act—1966 the benefit period of an insured person may be extended if he (or she) is in receipt of a training allowance. The benefit period is extended by the amount of time the person is undergoing training, but in no event can the benefit period extend beyond 156 weeks.

Conciliation before the minister of labour

During April the Minister of Labour appointed conciliation officers to deal with the following disputes:

M & P Transport Ltd., Montreal, Qué., and the Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: S. T. Payne).

B.C. Air Lines Limited (air engineers, mechanics and allied trades) Vancouver International Airport, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron).

The Shipping Federation of Canada, Inc., Port of Halifax, and International Longshoremen's Association, Local 1341 (Conciliation Officer: C. A. Ogden).

Robin Hood Flour Mills Limited, Montreal, Qué., and le Syndicat National des Employés de Robin Hood Flour Mills Limited (CSN) (Conciliation Officer: S. T. Payne).

Les Minoteries Phenix Limitée, Montreal, Qué., and le Syndicat National des Employés des Minoteries Phenix (CSN) (Conciliation Officer: S. T. Payne).

Ogilvie Flour Mills Co. Limited, Montreal, Qué., and le Syndicat National des Employés de Ogilvie Flour Mills Co. Limited (CSN) (Conciliation Officer: S. T. Payne).

Les Moulins Maple Leaf Ltée., Montreal, Qué., and le Syndicat National de la Meunerie Maple Leaf Limitée (CSN) (Conciliation Officer: S. T. Payne).

Sabena Belgian World Airlines (traffic agent, cargo agents and warehousemen, Montreal, Qué.) and Transport Workers' Union of America (AFL-CIO), Air Transport, Local 504 (Conciliation Officer: S. T. Payne).

The Hamilton Harbour Commissioners, and Canadian Union of Public Employees, Local 958 (Police Unit) (Conciliation Officer: K. Hulse).

Canadian Broadcasting Corporation, and the Canadian Wire Service Guild, Local 213 (Conciliation Officer: K. Hulse).

Canadian Broadcasting Corporation, and le Syndicat général du cinéma et de la télévision (CSN) (Conciliation Officer: G. R. Doucet).

La Cie Transol Inc., Québec City, Qué., and Local 1141, Canadian Union of Public Employees (Conciliation Officer: S. T. Payne).

Canadian National Hotels Limited (Chateau Laurier Hotel) Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. A. Fisher).

Nordair Limited, Montreal International Airport, and International Association of Machinists and Aerospace Workers, Lodge 2309 (Conciliation Officer: G. R. Doucet).

McAllister Towing Ltd., Montreal, Qué., and Canadian Marine Officers Union (Conciliation Officer: G. R. Doucet).

Canadian Coachways (Alberta) Ltd., Calgary, Alta., and Amalgamated Transit Union, Division 1374 (Conciliation Officer: D. H. Cameron).

British Yukon Navigation Company Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron).

United Keno Hill Mines Limited, Elsa, Y.T., and United Steelworkers of America, Local 924 (Conciliation Officer: D. H. Cameron).

Active Cartage Ltd. (Toronto and Fort Erie Terminals) and General Truck Drivers' Union, Local 879; General Truck Drivers' Union, Local 938 (Conciliation Officer: H. A. Fisher).

Denison Mines Limited, Elliot Lake, Ont., and United Steelworkers of America, Local 5762 (Conciliation Officer: T. B. McRae).

Settlements by conciliation officers

Midland Superior Express Limited, Calgary, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362, and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: D. H. Cameron) (L. G., March, p. 218).

National Harbours Board (Grain Elevator Group) Prescott, Ont., and Public Service Alliance of Canada (Conciliation Officer: K. Hulse) (L. G., June, p. 438).

Westmount Moving and Storage Limited, Montreal, Qué., and Cartage and Miscellaneous Employees' Union, Local 931 (Conciliation Officer: S. T. Payne) (L. G., Jan., p. 58).

Canadian National Railways (Canadian National Newfoundland Steamship Service) and the Canadian Merchant Service Guild (Conciliation Officer: C. A. Ogden) (L. G., Feb., p. 142).

The Shipping Federation of Canada, Inc., and the International Longshoremen's Association, Local 273, Saint John, N.B., and Local 269, Halifax, N.S. (Conciliation Officers: C. E. Poirier and C. A. Ogden) (L. G., April, p. 310).

Conciliation boards appointed

Central Mortgage and Housing Corporation (St. Georges Gardens Apartments) Pointe-aux-Trembles, Qué., and le Syndicat National des Employés de la SCHL (CSN) (L. G., May, p. 369).

Moncton Broadcasting Limited, Moncton, N.B., and National Association of Broadcast Employees and Technicians (L. G., Jan., p. 59).

Bell Telephone Company of Canada (Directory Advertising Sales Employees, Eastern Region) and Office and Professional Employees International Union, Local 57 (L. G., April, p. 310).

Canada Steamship Lines Limited (Clerical and Shed Staff Groups at Montreal and the Lakehead) and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (L. G., March, p. 219).

La Cie Transol Inc., Québec City, Qué., and Local 1141, Canadian Union of Public Employees (See above).

Quebec North Shore and Labrador Railway Company, Sept-Iles, Qué. (Dispatchers and Crew Clerks) and United Transportation Union (L. G., June, p. 438).

Conciliation board fully constituted

The Board of Conciliation and Investigation established in March to deal with a dispute between West Line Ltd., Vancouver, B.C., and Seafarers' International Union of Canada (L. G., June, p. 439) was fully constituted in April with the appointment of Professor Joseph C. Smith of Vancouver, as chairman. Professor Smith was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee George S. Cumming, and union nominee William A. Stewart, both of Vancouver.

The Board of Conciliation and Investigation established in March to deal with a dispute between United Grain Growers Ltd.; Pacific Elevators Limited; Alberta Wheat Pool; Saskatchewan Wheat Pool; Burrard Terminals Limited, and Grain Workers Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L. G., June, p. 439) was fully constituted in April with the appointment of Thomas C. O'Connor of Toronto, as chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee R. A. Mahoney, and union nominee E. P. O'Neal, both of Vancouver.

The Board of Conciliation and Investigation established in February to deal with a dispute between B.C. Towboat Owners' Association (representing certain member companies) and Seafarers' International Union of Canada (L. G., May, p. 370) was fully constituted in April with the appointment of George W. Rogers of Vancouver, as chairman. Mr. Rogers was appointed by the Minister in the absence of a joint recommendation fro the other two members of the Board, company nomine Philip Shier, and union nominee Homer Stevens, bot of Vancouver.

The Board of Conciliation and Investigation establishe in January to deal with a dispute between Nationa Harbours Board, Montreal Harbour, and National Har bours Board Police Brotherhood (L. G., April, p. 310 was fully constituted in April with the appointment o L. P. Brizard of Montreal, as chairman. Mr. Brizar was appointed by the Minister in the absence of a join recommendation from the other two members of th Board, company nominee R. Hainault, and union nomi nee André Thibodeau, both of Montreal.

Conciliation board not appointed

Nanaimo Bulldozing Co. Ltd., Nanaimo, B.C., and In ternational Union of Operating Engineers, Local 11 (L. G., June, p. 438).

Certification before the CLRB

The Canada Labour Relations Board met for three days during April. It granted three applications for certification, rejected three, ordered three representation votes, and allowed the withdrawal of four applications for certification. During the month, the Board received five applications for certification, one request for a review of an earlier decision, and three applications for revocation of certification.

Applications for certification granted

United Radio and Television Workers Union, Local 291 (CLC), on behalf of a unit of salesmen employed by C.K.A.C. Limitée, Montreal, Qué. (L. G., May, p. 372).

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of employees of Canadian Pacific Railway Company, Montreal, Qué., employed in the office of the Superintendent of Pensions and Staff Registrar (L. G., April, p. 309). Certain of the employees affected had contested the application.

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hunt Transport Ltd., employed at its terminal in Burnaby, B.C. (L. G., June, p. 442).

Applications for certification rejected

International Brotherhood of Electrical Workers, Local Union 435, applicant, Metro Videon Limited, Winnipeg, Man., respondent, and Dennis Goodale, et al., interveners (L. G., June, p. 441). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board.

General Truck Drivers Union, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Chemical Leaman Tank Lines, Inc., Niagara Falls, Ont., respondent, and Clifford Bigelow, et al., interveners (L. G., June, p. 442). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board.

Canadian Merchant Service Guild, applicant, and Kingcome Navigation Company Limited, Vancouver, B.C., respondent (L. G., May, p. 372). The Board found the proposed unit of licensed personnel employed on the M.V. "Haida Transporter" to be included within an established unit of towboat employees. The Board rejected the application because it was satisfied that the vessel as presently operated by the respondent is part of its overall towboat and barge operation, and that the licensed personnel engaged in operating the vessel do not constitute a unit that is appropriate for collective bargaining while the M.V. "Haida Transporter" is so operated.

Representation votes ordered

General Truck Drivers' Union, Local 938, and Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Roberval Express Limited, Chambord, Qué., respondent, and Le syndicat du Transport Routier Inc., (CSN), intervener (L. G., April, p. 309). The names of both unions will appear on the ballot (Returning Officer: G. A. Plante).

International Association of Machinists and Aerospace Workers, applicant, Genaire (1961) Limited, Malton, Ont., respondent and James H. Mills, et al., interveners (L. G., May, p. 372). (Returning Officer: K. Hulse).

United Transportation Union, applicant, National Harbours Board, Ottawa, Ont., respondent (locomotive engineers, Port of Montreal), and the Brotherhood of Locomotive Engineers, intervener (L. G., June, p. 442). The names of both unions will appear on the ballot (Returning Officer: G. A. Plante).

Applications for certification withdrawn

Syndicat des Employés de Tessier et Fils Ltée (CSN), applicant, and Tessier & Fils Ltée, Baie-Comeau, Qué., respondent (L. G., April, p. 309).

National Association of Broadcast Employees and Technicians, applicant, and La Compagnie Radiodiffusion C.D.C.H. de Hull Limitée, Hull, Qué., respondent (L. G., June, p. 442).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Bellechasse Transport Inc., St-Henri-de-Levis, Qué., respondent (L. G., June, p. 442).

International Brotherhood of Electrical Workers, Local Union 254, applicant, and Cablevision Medicine Hat Ltd., Medicine Hat, Alta., respondent (L. G., June, p. 442).

Applications for certification received

National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of La Compagnie Radiodiffusion C.K.C.H. de Hull Limitée, Hull, Qué., (Investigating Officer: J. Coallier).

Le Syndicat National des Débardeurs de la Baie Ha! Ha! Inc., on behalf of a unit of gatemen employed by Saguenay Terminals Limited, Port-Alfred, Qué., (Investigating Officer: R. E. Bouchard).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Expressway Transport, Burnaby, B.C. (Investigating Officer: A. A. Franklin).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of line drivers employed by K.N.R. Truck Lines Ltd., Vancouver, B.C. (Investigating Officer: A. A. Franklin).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard the M.V. "Congar" by Johnston Shipping Limited, Toronto, Ont. (Investigating Officer: H. A. Fisher).

Request for review

The Board received a request for review under Sec. 61 (2) of the Act from the Office and Technical Employees Union, Local 15, Office and Professional Employees International Union, seeking amendment of the certificates issued by the Board on December 10, 1964 and May 2, 1969, that certified the applicant union as bargaining agent for units of office employees employed in its Burnaby and Cranbrook offices by Millar & Brown Ltd., Cranbrook, B.C. (Investigating Officer: A. A. Franklin). (L. G. 1965, p. 136, and L. G., July 1969, p. 400).

Applications for revocation of certification received

W. O. McCamon, et al., applicants, McKee Moving & Storage Co. Ltd., Saskatoon, Sask., respondent company, and Chauffeurs, Teamsters, and Helpers, Local Union 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent union (L. G. 1968, p. 102, and L. G., Oct. 1969, p. 612).

Neil W. Campbell, et al., applicants, Atomic Energy of Canada Limited, Pinawa, Man., respondent employer, and Service Employees' International Union, Local 308, respondent union. The applicants seek revocation of a certificate issued by the Board covering protective services personnel (L. G. 1966, p. 657).

Wayne Wasylenko, et al., applicants, Atomic Energy of Canada Limited, Pinawa, Man., respondent employer and Service Employees' International Union, Local 308 respondent union. The applicants seek revocation of certification issued by the Board affecting personnel in the employer's Maintenance & Design Branch and Health & Safety Branch (L. G. 1966, p. 657).

Railway arbitration

Six cases dealt with by the Canadian Railway Office of Arbitration in Montreal are reported this month. One of the cases was heard on January 13, 1970 and on April 14, 1970; the second was heard on March 10, 1970; the other four were heard on April 14, 1970.

Case No. 201. An ex parte dispute between the Pacific Great Eastern Railway Company and the United Transportation Union over the dismissal of a trainman who had accumulated too many demerit marks.

Although the grievor had 15 demerit marks removed from his record by a previous award, he still had 60 demerits in March 1969 and was therefore dismissed. The union contended that the five merit marks the employee had earned for valuable service earlier in the year should have been subtracted from his total demerits, and that he should be reinstated in his job.

The company argued that the matter had not been properly processed through the grievance procedure, and that the subject matter of the grievance was not arbitrable. The arbitrator rejected both points in his interim award. The grievance was ultimately dismissed, however, because the arbitrator found that it had been company policy to use merit marks only to clear or adjust an employee's record when he had worked one year free of demerits. The grievor would not have been eligible for such a review until October 1969 at the earliest.

Case No. 202. A dispute between the CNR and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the procedure followed in dismissing a reservation clerk convicted of theft.

The grievor and another company employee were apprehended while attempting to steal a television set from a shipment in transit. The grievor was later convicted in Magistrate's Court of attempted theft, and he was given a suspended sentence. No doubts were entertained about the guilt of the grievor, nor of the company's right to dismiss him, but the union questioned the procedure followed by the company in investigating the matter and imposing discipline.

The arbitrator found that the company had failed to comply with the collective agreement by neglecting to decide on a course of action within the stipulated 28 days from the date the grievor's statement was taken. He therefore allowed compensation for loss of regular earnings during the additional period, but he disallowed reinstatement.

Case No. 203. A dispute between the CNR and the United Transportation Union over the claims of a conductor and his crew for payment for transfer work.

While performing wayfreighting duties, the conductor and his crew were, on several occasions, required to pick up engines and move them as part of the train. The conductor's and crew's claims for payment for extra time at yard rates for performing these tasks were denied by the company. The union charged that the company had violated the collective agreement when it required the employees to do the jobs. The arbitrator found that the work of picking up the trains was transfer work wholly within the recognized switching limits, and he therefore allowed the grievance.

Case No. 204. Dispute between the CNR and the United Transportation Union over a claim by conductor and crew for payment for 77 miles at wayfreight rates.

The conductor and crew had been called for straight-away service between two specified points, but during their term of duty, they were also required to divert to a third station. The crew applied for payment for two separate trips, but the company paid only for continuous mileage. Referring to Case No. 197 (L. G., May, p. 376), in which it was ruled that the work was one continuous tour of duty, the arbitrator dismissed the grievance.

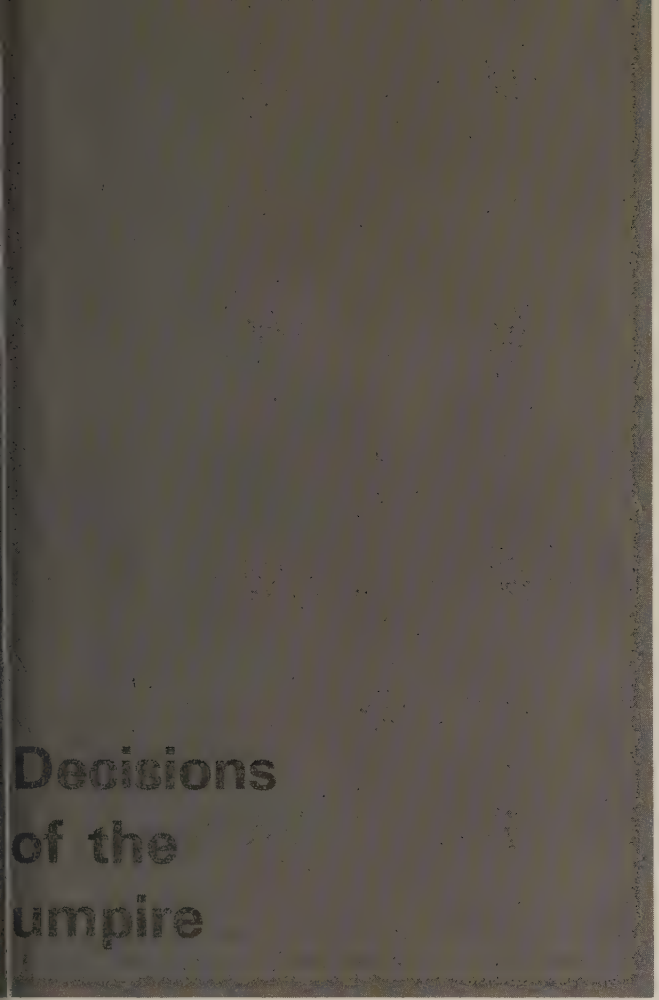
Case No. 205. A dispute between the CPR and the United Transportation Union over claims of a dining car crew for payment for time taken to return deadhead to their home terminal.

While a train hauling two dining cars was en route to its destination, the operation of the second car was discontinued. The crew belonging to that car was paid at normal rates for the outward journey, but were returned to their home terminal at deadhead rates. The union filed a grievance claiming payment at working rates for the return journey.

The arbitrator noted that the crew on the second dining car knew that it was only seasonally operated and might be cancelled if demand dropped. Furthermore, although the members of the first dining car, who worked the entire round trip, contained some individuals with less seniority than those whose assignment was discontinued, there was no provision in the collective agreement allowing the grievors to exercise their seniority rights in mid-trip. In dismissing the grievance, the arbitrator ruled that the articles of the collective agreement quoted by the union to support full payment did not apply in this case.

Case No. 206. An ex parte dispute between the CPR and the Brotherhood of Maintenance of Way Employees over claims that work "properly belonging" to union members had been assigned to "trouble gang" employees.

The arbitrator ruled that the work performed by the trouble gang—excavating, breaking concrete with power hammers, and mixing and finishing concrete—had been done by them for many years, and not by Maintenance of Way employees. He therefore disallowed the grievance.



CUB 2850. The claimant, 70 years of age, filed an initial application for benefit effective January 15, 1967. He had been employed at the same company from 1929 to 1966 when he retired. The claimant received unemployment insurance benefits for a year, until his benefit period expired. A new application was filed and a seasonal benefit period was established from January 14, 1968.

In May 1968, the claimant wrote to the unemployment insurance office, saying that, in the middle of January, he had received a Notice of Reduced Payment or Non-Payment of Benefit card that stated, "You were disqualified from receiving benefit or unable to qualify." He said that he was also notified that the last cheque completed his benefits. "I was away for a couple of weeks around the end of January and on the strength of the above notices I did not send in the enclosed Claimant's Report covering the two following weeks."

The unemployment insurance office replied: ". . . you were sent your biweekly report . . . and included with your report card and address card was the Notice of Reduced Payment or Non-Payment of Benefit card. At the top left corner of this notice card there were three code blocks and the code number notated in there explained why no payment was enclosed. This stated that we were awaiting a decision on your claim and that when received we would send any benefit that may be payable to you. You misinterpreted this notice card when you read No. 2 where a hole had been punched. If you were in doubt about your claim for benefit, this could have been solved by a telephone call or a letter to our office.

"In your letter you state that you were absent (for two weeks). You could have contacted our office if you had wished to renew your claim for benefit. We are assuming, of course, that you also would have been capable of and available for employment had you wanted to renew your claim. Your biweekly report cannot be accepted at this late date. Your seasonal benefit period expires as of this Saturday, May 18, 1968, and if you wish to renew your claim for this one week you may complete the enclosed application for benefit form." On May 17, the claimant replied, enclosing the completed application for seasonal benefits.

On May 16, the claimant had filed a renewal application for benefit. On May 25, he filed an application to have his claim antedated to January 14, and stated that he was in a position to establish that he had fulfilled all the conditions of entitlement for each and every day between January 14 and May 18, except for a two-week period. He stated also that he failed to make application for benefit at an earlier date for the following reason: "I was unaware that benefits might be payable."

The insurance officer considered that the period requested by the claimant was in excess of the thirteen weeks allowable in the Regulations and that, even though misunderstanding may have occurred, the claimant had delayed unduly in taking the matter up with the Commission.

The insurance officer notified the claimant that he was not entitled to have his claim for benefit antedated to January 14, as he had not established good cause for delay in making his claim. The claimant appealed to the board of referees.

In his submission to the board, the insurance officer said that "The form dated January 17, 1968 indicates that the payment at that time represented the balance remaining on his claim and if he had applied for further benefit, his new claim would be processed and a claimant's report sent to him."

The board of referees found that "throughout the claimant's voluminous correspondence, one thing stands out quite clearly, and that is the claimant bases his application to antedate on his lack of knowledge of the Act and Regulations." The board added "to allow an appeal on this basis would establish a dangerous precedent." The board invoked also a section of the regulations, that reads in part: "For the purposes of this section, such antedate shall in no case be more than thirteen weeks from the week in which he made his claim for benefit. . . ." The board decided to dismiss the appeal. The claimant appealed to the umpire.

The umpire said: "The majority decision of the board of referees is based on a finding that the claimant bases his application to antedate on his lack of knowledge of the Act and Regulations and that to allow his appeal on that basis would establish a dangerous precedent which the board may not do. In my view this is not the usual case of a claimant failing to make a claim because of lack of knowledge of the Act and Regulations, without the Commission being in any way contributory to the claimant's failure to make his claim.

"In the present case there is no reason to disbelieve the claimant's statement that he understood the Commission's letter of January 18, and the accompanying Notice of Reduced Payment as meaning that he had received all the benefit to which he was entitled. On that understanding he had no reason to think that he should question the notification or make further inquiries or claims. It was not a case of him being in doubt and neglectful in taking no steps to resolve his doubt or to seek an explanation; on the contrary, he accepted the notification at what he thought was its face value and effect, and I assume that he thought the authorities knew more about his entitlement than he did.

"The letter from the area director states that the code number 1, punched on the Notice of Reduced Payment card—but not in one of the code squares—indicated why no payment was enclosed, namely, that a decision on his claim was being awaited. There was another punched hole in paragraph two however, indicating disqualification from receiving benefit or unable to qualify. The only number actually in the code squares is seven, indicating that this payment represents the balance remaining on the claim. According to the claimant's version of what he was told when he inquired at the office on June 5, this was the code number that applied. In my opinion, it is understandable that the claimant, who was without knowledge of the Act, would have been convinced when he received the card in January that he had no right to additional benefit and he therefore would have been convinced when he received the card in January that he had no right to additional benefit and he therefore would not have thought of taking any further action at that time.

"I think that this is a case where the Commission was partly responsible for the claimant's belief that he had no further right to benefit, by reason of which he let the matter rest, which was not an unnatural thing to do in the circumstances; it is also a case in which the claimant presumably would have been entitled to benefit if he had sent in his claims in due course. In the special circumstances, I would lean in favour of payment, insofar as the Act and Regulations permit.

"The claimant filed his application to antedate, dated May 25, and requested that his claim be antedated to January 14. It was refused by the insurance officer on the ground that, although the claimant may have misunderstood, he had delayed unduly in taking the matter up with the Commission. But, as I have found, he had no reason to think that there was anything to be taken up with the Commission. In the circumstances, I would allow the claim to be antedated for the maximum of 13 weeks which is prescribed in the Regulations, subject to the claimant proving his availability and the other necessary qualifications for entitlement to benefit. The appeal is allowed to that extent."

Publications in the library

List No. 256

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed when requesting loans.

■ **No. 1—Baird, William Michael.** Collective bargaining by registered nurses. Ann Arbor, Mich., University Microfilms, 1969. xiv, 186 p. Thesis (Ph.D.)—Ohio State University, 1968.

■ **No. 2—North, Dick Trevor Brooke.** Productivity agreements and wage systems [by] D.T.B. North and G. L. Buckingham. [London] Gower Press [1969] 262 p.

■ **No. 3—U.S. Bureau of Labor Statistics.** Major collective bargaining agreements; plant movement, transfer, and relocation allowances. Washington, GPO, 1969. 116 p.

Conferences

■ **No. 4—Conference on Labour, New York University. 21st, 1968.** Proceedings. Thomas G. S. Christensen, ed. New York, Matthew Bender [c1969] 606 p. Conference held May 13, 14, 15 and 16, 1968. The topics discussed in this volume include current problems in collective bargaining such as age, sex and race discrimination; local bargaining under national negotiations; contract enforcement and arbitration; the union and its membership, union authorization cards, ferment and revolt in unions, service fees for union benefits; public employees and collective bargaining, arbitration and fact-finding in public disputes, prevention of strikes, etc.

■ **No. 5—Conference on Production and Productivity in the Service Industries, Ottawa, 1967.** Production and productivity in the service industries. Victor R. Fuchs, editor. New York, National Bureau of Economic Research; distributed by Columbia University Press, 1969. ix, 395 p. Conference held at the Dominion Bureau of Statistics.

■ **No. 6—Labor-Mental Health Conference, Sidney Hillman Health Center, New York, 1967.** Helping blue-collar workers in trouble; a report of a Labor-Mental Health Conference, New York City, September 1967. New York, 1969. x, 54 p.

Employment management

■ **No. 7—Ford, Robert N.** Motivation through the work itself. [New York] American Management Association, 1969. 267 p.

■ **No. 8—Lynton, Rolf Paul.** Training for development [by] Rolf P. Lynton and Udai Pareek. Homewood, Ill., R. D. Irwin, 1967. xix, 408 p.

Finance

■ **No. 9—Queen's University, Kingston, Ont. Institute of Intergovernmental Relations.** Intergovernmental liaison on fiscal and economic matters. Ottawa, Queen's Printer, 1969. 399 p. Report prepared for the Department of Finance.

■ **No. 10—United Nations. Statistical Office.** A system of national accounts. [Rev.] New York, United Nations, 1968. xiii, 246 p.

■ **No. 11—U.S. Congress. Joint Economic Committee.** The analysis and evaluation of public expenditures; the PPB system; a compendium of papers submitted to the Subcommittee on Economy in Government of the Joint Economic Committee, Congress of the United States. Washington, GPO, 1969. 3v. At head of title: 91st Congress, 1st session. Joint Committee print. "The major work in planning, compiling and editing this study was undertaken by Dr. Robert Haveman . . ." Contents: v.1. Part 1. The appropriate functions of government in an enterprise system. Part 2. Institutional factors affecting efficient public expenditure policy. Part 3. Some problems of analysis in evaluating public expenditure alternatives. v.2. Part 4. The current status of the Planning-Programming-Budgeting System. v.3. Part 5. The performance of program budgeting and analysis in the Federal government. Part. 6. Analysis and evaluation in major policy areas: unresolved issues and next steps

Management

■ **No. 12—Blake, Robert Rogers.** Corporate excellence through grid organization development [by] Robert R. Blake [and] Jane Srygley Mouton. Houston, Tex., Gulf Pub. Co. 1968. xv, 374 p.

■ **No. 13—National Industrial Conference Board.** The chief executive and his tenure, by Jeremy Bacon and Lowell Laporte. New York, 1969. 24 p. Questions considered in this study are these: "Does the man who runs a smaller company tend to stay on the job a long time? If he does, is he apt to go stale? How has his job changed during his tenure, and what changes does he see in the future? What thought has he given to finding a successor?"

■ **No. 14—Newman, William Herman.** The process of management; concepts, behavior, and practice [by] William H. Newman, Charles E. Summer [and] E. Kirby Warren. 2d ed. Englewood Cliffs, N.J., Prentice-Hall, 1967. xii, 787 p.

Manpower policy

■ **No. 15—Joint Working Group on the Joint U.S.-Japan Employment Study.** Employment policies of the United States and Japan; report of the Joint United States-Employment Study. [Washington, U.S. Dept. of Labour] 1968. 212 p. Appendix. 1968. 26cm. This study is a joint effort of the Japan Ministry of Labor and the U.S. Department of Labor.

■ **No. 16—Lecht, Leonard Abe.** Manpower needs for national goals in the 1970's. New York, Praeger, 1969. xxxi, 183 p. "Based on a research report prepared . . . between the National Planning Association and the Manpower Administration of the U.S. Department of Labor."

■ **No. 17—Weber, Arnold Robert.** Public-private manpower policies. Editors: Arnold R. Weber, Frank H. Cassell [and] Woodrow L. Ginsburg. [Madison, Wis.] Industrial Relations Research Association [1969] 210 p. Partial contents: Manpower policies and job market

information, by Joseph C. Ullman. Private involvement in Federal manpower programs, by Arnold L. Nemore and Garth L. Mangum. Manpower planning in private industry, by Arthur W. Saltzman. The welfare system as a manpower and rehabilitation system, by Leonard J. Hausman. Public policies and womanpower, by Eli Ginzberg.

Poverty

■ **No. 18—Levitan, Sar A.** The Great Society's Poor law; a new approach to poverty. Baltimore, Johns Hopkins Press, 1969. xiii, 348 p.

■ **No. 19—Riessman, Frank, comp.** Up from poverty; new career ladders for non-professionals [edited by] Frank Riessman and Hermine I. Popper. [1st ed.] New York, Harper & Row, 1968. xi, 332 p.

■ **No. 20—Wilcox, Clair.** Toward social welfare; an analysis of programs and proposals attacking poverty, insecurity, and inequality of opportunity. Homewood, Ill., R. D. Irwin, 1969. xiv, 402 p.

Wages and hours

■ **No. 21—Great Britain. National Board for Prices and Incomes.** Journalists' pay. London, H.M.S.O., 1969, [29] p.

■ **No. 22—U.S. Bureau of Labor Statistics.** Employee compensation in the private nonfarm economy, 1966. Washington, GPO, 1969. 54 p.

■ **No. 23—U.S. Bureau of Labor Statistics.** Industry wage survey; iron and steel foundries, November 1967. Washington, GPO, 1969. 84 p.

Miscellaneous

■ **No. 24—Hanes, David G.** The first British Workmen's compensation act, 1897. New Haven, Yale University Press, 1968. 124 p. The author's honors thesis, Yale Class of 1966.

■ **No. 25—Hodgson, John Syner.** Public administration. New York, Toronto, McGraw-Hill, c1969. 312 p.

■ **No. 26—Princeton University. Industrial Relations Section.** Deferment policy in Selective Service, by David F. Bradford. Princeton, 1969. 64 p.

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended March 24, 1970		8,067	+ 0.4	+ 1.9
Employed		7,525	+ 0.3	+ 0.7
Agriculture		438	+ 1.9	− 6.0
Non-agriculture		7,087	+ 0.2	+ 1.2
Paid workers		6,547	+ 0.3	+ 0.9
At work 35 hours or more		6,016	+ 0.4	+ 0.2
At work less than 35 hours		1,241	+ 0.5	+10.5
Employed but not at work		268	− 3.6	−22.3
Unemployed		542	+ 3.0	+21.0
Atlantic		67	− 1.5	—
Québec		206	+ 5.6	+ 8.4
Ontario		141	+ 3.7	+42.4
Prairie		69	− 1.4	+43.8
British Columbia		59	+ 3.5	+34.1
Without work and seeking work		490	+ 4.5	+19.8
On temporary layoff up to 30 days		52	− 8.8	+33.3
INDUSTRIAL EMPLOYMENT (1961 = 100)†	February	124.3	− 0.1	+ 2.0
Manufacturing employment (1961 = 100)†	February	122.6	—	+ 0.1
IMMIGRATION	Year 1969	161,531	—	−12.2
Destined to the labour force	Year 1969	84,349	—	−11.6
STRIKES AND LOCKOUTS				
Strikes and lockouts	March	68	− 2.9	−18.1
No. of workers involved	March	16,619	+22.6	−26.8
Duration in man days	March	166,060	+37.3	− 1.8
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	February	$124.64	+ 1.4	+ 8.1
Average hourly earnings (mfg.)†	February	293	+ 0.3	+ 7.7
Average weekly hours paid†	February	40.0	+ 0.5	− 0.7
Average weekly wages (mfg.)†	February	117.19	+ 0.8	+ 6.9
Consumer price index (1961 = 100)	March	128.9	+ 0.2	+ 4.6
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	January	$121.4	+ 6.6	+ 2.2
Total labour income (Millions of dollars)†	February	(data unavailable at press time)		
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	February	174.6	+ 2.2	+ 4.2
Manufacturing	February	170.8	+ 2.0	+ 2.1
Durables	February	191.0	+ 2.6	+ 1.8
Non-durables	February	154.3	+ 1.3	+ 2.5
NEW RESIDENTIAL CONSTRUCTION**				
Starts	February	5,153	−24.8	−53.0
Completions	February	9,782	− 3.2	− 6.3
Under construction	February	106,231	-- 4.4	− 2.8

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
† Advance data.
‡ Preliminary.
** Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H-1 to H-9—Employment Fatalities

A—Labour Force

Table A-1—Regional Distribution, Week Ended March 21, 1970

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
			(in thousands)			
THE LABOUR FORCE	8,067	618	2,237	3,033	1,332	847
Men	5,481	431	1,547	2,025	905	573
Women	2,586	187	690	1,008	427	274
14-19 years	731	57	195	255	149	75
20-24 years	1,212	120	374	408	195	115
25-44 years	3,509	236	1,009	1,351	535	378
45-64 years	2,419	191	612	942	416	258
65 years and over	196	14	47	77	37	21
EMPLOYED	7,525	551	2,031	2,892	1,263	788
Men	5,038	374	1,373	1,917	849	525
Women	2,487	177	658	975	414	263
Agriculture	438	19	90	108	198	23
Non-agriculture	7,087	532	1,941	2,784	1,065	765
Paid Workers	6,547	487	1,766	2,601	992	701
Men	4,254	326	1,171	1,680	618	459
Women	2,293	161	595	921	374	242
UNEMPLOYED	542	67	206	141	69	59
Men	443	57	174	108	56	48
Women	99	10	32	33	13	11
PERSONS NOT IN LABOUR FORCE	6,837	761	2,027	2,307	1,075	667
Men	1,904	252	556	610	307	179
Women	4,933	509	1,471	1,697	768	488

* Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended March 21, 1970

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
	(in thousands)						
POPULATION 14 YEARS OF AGE AND OVER*	14,904	2,470	4,218	1,190	4,316	1,150	1,560
LABOUR FORCE	8,067	731	3,990	924	1,460	766	196
Employed	7,525	631	3,763	788	1,417	738	188
Unemployed	542	100	227	136	43	28	**
NOT IN LABOUR FORCE	6,837	1,739	228	266	2,856	384	1,364
PARTICIPATION RATE†							
1970—March 21	54.1	29.6	94.6	77.6	33.8	66.6	12.6
February 21	54.0	29.2	94.8	77.2	33.6	66.7	12.5
UNEMPLOYMENT RATE‡							
1970—March 21	6.7	13.7	5.7	14.7	2.9	3.7	**
February 21	6.5	13.5	5.5	13.4	3.3	4.2	**

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
† The labour force as a percentage of the population of 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
** Less than 10,000 unemployed.
Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended March 21, 1970

	March 1970	Feb. 1970	March 1969
	(in thousands)		
TOTAL UNEMPLOYED	542	526	448
On temporary layoff up to 30 days	52	57	39
Without work and seeking work	490	469	409
Seeking:			
Full-time work	465	445	387
Part-time work	25	24	22
Under 1 month	93	108	87
1-3 months	197	202	152
4-6 months	128	98	107
More than 6 months	72	61	63

Source: Labour Force Survey, DBS.

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at January 1970 employers in the principal non-agricultural industries reported a total employment of 3,687,136. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			$			$
AVERAGE						
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966	120.7	123.1	96.34	123.5	122.8	100.16
1967	122.6	131.4	102.83	123.1	130.6	106.54
1968	122.7	140.4	109.88	122.1	140.3	114.42
1969—January	121.4	145.8	114.04	121.8	146.5	119.47
February	121.9	147.4	115.30	122.5	148.1	120.80
March	122.6	148.4	116.11	123.2	149.3	121.72
April	123.4	148.8	116.43	123.6	149.4	121.84
May	127.0	149.9	117.26	126.2	150.3	122.58
June	130.2	150.3	117.61	128.9	150.4	122.63
July	129.1	151.1	118.21	125.3	149.8	122.18
August	131.1	152.2	119.07	127.9	150.3	122.55
September	130.3	154.0	120.49	127.0	154.0	125.62
October	130.0	154.3	120.71	126.7	154.4	125.93
November	130.1	155.2	121.42	126.4	156.0	127.18
December*						
1970—January†						

* Revised. † Preliminary.
‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).
Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	January 1970	December 1969	January 1969	January 1970	December 1969	Januar 196
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	111.8	115.4	112.0	103.45	97.80	95.4
Newfoundland	110.3	113.5	110.3	113.42	107.15	103.6
Prince Edward Island	117.7	126.1	111.6	83.98	79.77	80.5
Nova Scotia	112.4	115.5	113.4	99.40	94.14	91.2
New Brunswick	111.4	115.4	111.5	103.80	98.00	96.5
Québec	116.7	117.9	115.3	119.17	113.14	112.0
Ontario	129.5	131.8	127.3	127.04	120.43	117.9
Prairie Region	123.1	125.5	118.5	117.12	112.26	108.01
Manitoba	115.3	117.0	112.2	111.37	105.86	103.21
Saskatchewan	109.6	114.7	112.2	111.98	108.99	103.94
Alberta	135.3	137.2	126.4	122.97	117.99	113.10
British Columbia	137.3	139.6	125.6	134.83	129.42	122.21
CANADA	124.4	126.5	121.4	122.96	116.89	114.04
URBAN AREAS						
St. John's	128.1	132.5	127.2	97.75	90.96	87.71
Halifax	123.5	125.8	118.0	100.58	96.03	94.51
Sydney	89.0	91.5	96.5	108.46	102.19	98.94
Moncton	127.9	135.8	119.0	98.00	95.10	90.39
Saint John	113.4	114.8	117.2	99.72	93.61	96.02
Chicoutimi	107.8	111.2	107.9	136.86	138.94	128.08
Montreal	119.7	120.1	119.3	121.78	114.52	113.77
Québec	117.7	118.3	115.5	106.22	100.30	96.65
Shawinigan	91.4	92.8	94.3	124.53	121.19	113.62
Sherbrooke	113.2	116.1	116.5	103.44	97.19	96.32
Trois-Rivières	105.6	115.4	109.7	115.85	108.47	105.96
Ottawa-Hull	136.5	139.4	131.9	115.88	110.21	105.88
Belleville	125.7	126.3	117.9	106.45	100.49	99.82
Brampton	282.1	287.5	268.7	125.19	118.46	117.15
Brantford	132.4	133.8	130.3	116.03	108.65	109.65
Fort William-Port Arthur	120.7	124.4	119.3	120.24	115.16	111.42
Guelph	141.3	143.8	133.8	116.99	109.80	106.91
Hamilton	121.8	123.2	121.0	131.02	125.48	119.71
Kingston	125.2	127.0	121.9	120.32	120.36	111.22
Kitchener	154.6	156.1	149.0	111.80	106.65	105.32
London	122.8	124.5	121.3	117.20	111.83	108.87
Niagara Falls	101.5	103.7	99.5	123.12	118.59	112.83
Oshawa	138.6	142.7	143.2	141.13	125.32	135.99
Peterborough	137.1	142.2	133.4	124.01	123.17	120.86
Sarnia	141.5	141.3	139.5	156.54	149.12	148.09
Sault Ste. Marie	114.9	113.2	121.6	147.37	139.89	130.07
Sudbury	123.1	124.9	121.2	153.27	149.92	140.60
St. Catharines	132.9	144.6	139.3	136.05	124.52	134.59
Timmins	69.5	71.1	70.6	114.65	105.95	103.37
Toronto	133.0	134.9	129.8	128.29	121.77	118.41
Welland	112.3	109.4	109.1	140.46	133.90	132.09
Windsor	147.7	153.2	153.2	144.00	123.60	131.58
Winnipeg	119.8	121.5	115.6	105.09	99.78	96.86
Regina	115.1	120.5	117.7	108.00	103.71	99.61
Saskatoon	131.5	134.8	137.2	107.19	103.24	99.49
Calgary	145.4	148.2	134.9	121.62	116.85	110.46
Edmonton	143.1	145.7	134.6	116.95	110.94	106.90
Vancouver	141.0	143.5	131.1	131.02	125.79	119.73
Victoria	134.2	136.6	122.8	116.46	113.50	107.46

* Latest figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	January 1970	December 1969	January 1969	January 1970	December 1969	January 1969
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	111.9	111.2	109.8	159.29	153.28	146.72
Metals	103.0	103.1	102.8	158.46	154.24	145.08
Mineral fuels	103.5	101.5	105.1	170.25	166.56	152.80
Non-metals except fuels	129.5	130.3	113.4	147.26	142.97	138.48
Quarries and sand pits	88.0	96.8	75.5	129.07	115.94	113.51
Services incidental to mining	179.5	170.5	178.2	166.13	151.57	158.14
MANUFACTURING	122.6	123.3	121.8	129.51	122.47	119.47
Durable goods	135.0	136.5	133.6	138.85	129.80	128.17
Non-durable goods	112.6	112.6	112.2	120.43	115.26	111.10
Food and beverages	100.4	101.4	100.8	116.07	112.42	106.92
Foods	99.6	100.1	99.9	112.57	108.50	103.71
Beverages	105.1	109.2	106.7	137.03	135.10	125.87
Tobacco processing and products	107.1	106.3	113.1	130.99	117.76	114.17
Rubber products	118.5	116.0	124.3	134.78	129.59	123.81
Leather products	92.6	91.4	102.1	84.07	74.28	79.83
Textile products	115.7	117.5	119.3	108.99	99.18	99.67
Knitting mills	114.2	113.7	115.7	83.10	71.83	75.20
Clothing	110.1	105.2	108.9	80.76	68.21	73.70
Wood products	107.0	107.9	109.0	117.54	110.58	105.74
Furniture and fixtures	133.2	134.1	128.7	105.77	93.60	96.20
Paper and allied industries	119.3	121.4	117.0	149.60	149.19	139.17
Printing, publishing and allied industries	115.8	115.4	113.9	132.37	127.48	123.36
Primary metal industries	128.9	128.1	126.9	153.47	150.86	140.84
Metal fabricating industries	133.4	134.1	131.0	135.66	124.16	124.13
Machinery, except electrical	159.7	155.1	145.3	154.22	140.96	136.61
Transportation equipment	147.7	157.0	152.9	149.34	133.98	141.96
Electrical products	148.8	148.7	146.0	129.97	126.31	122.49
Non-metallic mineral products	112.1	114.3	112.5	136.90	129.79	126.05
Petroleum and coal products	102.7	103.0	102.1	183.52	184.94	173.24
Chemicals and chemical products	119.4	119.4	117.3	146.70	143.68	135.01
Miscellaneous manufacturing industries	152.4	152.5	139.9	109.56	103.92	102.53
CONSTRUCTION	102.8	106.8	103.6	159.47	130.09	140.40
Building	119.8	122.1	117.7	159.01	127.23	139.33
Engineering	73.5	80.6	79.1	160.77	137.51	143.16
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	108.5	109.9	108.0	136.74	133.50	128.67
Transportation	102.8	104.7	103.7	135.22	130.24	127.78
Storage	103.2	107.2	107.3	123.27	119.09	113.50
Communication	121.3	121.3	117.1	130.10	132.82	123.37
TRADE	137.3	145.8	131.7	97.35	94.97	90.55
Wholesale trade	131.6	131.6	124.0	123.56	120.38	115.44
Retail trade	140.5	153.6	136.0	83.89	83.05	78.05
FINANCE, INSURANCE AND REAL ESTATE	142.1	141.9	134.3	118.04	115.95	110.87
Financial institutions	147.5	147.2	138.4	115.97	114.55	109.07
Insurance and real estate	135.0	134.8	128.6	121.08	118.00	113.48
SERVICE	170.3	169.3	157.8	88.19	86.35	82.01
Recreational services	140.8	135.2	138.2	79.56	79.77	73.29
Business services	191.2	187.4	177.6	137.85	136.75	127.47
Personal services	154.7	156.0	144.4	65.06	63.67	60.48
Miscellaneous services	216.3	215.1	191.3	88.60	85.32	85.74
INDUSTRIAL COMPOSITE	124.4	126.5	121.4	122.96	116.89	114.04

* Latest figures subject to revision.
Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1970	Dec. 1969	Jan. 1969	Jan. 1970	Dec. 1969	Jan. 1969	Jan. 1970	Dec. 1969	Jan. 1969
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.5	39.9	41.9	3.55	3.51	3.22	147.04	140.04	135.10
Metals	40.5	40.2	41.1	3.65	3.61	3.31	147.88	145.16	135.92
Mineral fuels	43.1	40.8	42.8	3.31	3.19	2.78	142.71	129.96	119.10
Non-metals, except fuels	42.0	41.6	43.3	3.31	3.26	3.03	139.05	135.42	130.92
Quarries and sand pits	40.8	37.6	41.9	2.98	2.91	2.47	121.47	109.44	103.21
Services incidental to mining	43.9	36.6	43.5	3.69	3.81	3.57	161.96	139.38	155.13
MANUFACTURING	39.8	37.2	40.1	2.92	2.92	2.71	116.30	108.68	108.42
Durable goods	40.0	37.5	40.6	3.15	3.10	2.91	126.17	116.28	118.06
Non-durable goods	39.5	36.9	39.5	2.69	2.73	2.49	106.34	100.78	98.55
Food and beverages	39.2	37.4	39.0	2.65	2.65	2.45	103.99	99.15	95.57
Foods	39.2	37.1	39.0	2.56	2.57	2.37	100.65	95.37	92.45
Beverages	39.3	39.4	39.6	3.28	3.20	3.00	128.78	126.00	118.95
Tobacco processing and products	38.2	32.3	38.0	3.11	3.13	2.67	118.71	101.10	101.36
Rubber products	41.0	38.7	41.2	3.05	3.07	2.80	125.01	118.84	115.58
Leather products	39.4	32.7	39.9	1.95	1.98	1.83	76.90	64.62	73.15
Textile products	41.2	36.8	41.3	2.32	2.30	2.13	95.38	84.42	87.94
Miscellaneous textiles	40.6	32.5	39.1	2.53	2.39	2.24	102.79	77.59	87.76
Knitting mills	41.0	35.4	40.3	1.77	1.74	1.65	72.77	61.56	66.49
Clothing	37.1	30.6	36.8	1.97	1.93	1.83	72.98	59.03	67.35
Wood products	39.0	36.8	38.6	2.83	2.83	2.58	110 49	104.11	99.79
Furniture and fixtures	40.8	36.2	41.3	2.37	2.30	2.13	96.55	83.11	88.17
Paper and allied industries	40.9	41.6	41.0	3.38	3.39	3.18	138.31	141.03	130.31
Pulp and paper mills	41.4	43.1	41.2	3.66	3.68	3.48	151.30	158.61	143.23
Printing, publishing and allied industries	37.4	35.9	37.5	3.39	3.37	3.18	126.73	121.11	119.12
Primary metal industries	40.4	40.0	40.6	3.54	3.53	3.23	143.06	141.04	131.26
Iron and steel mills	39.6	39.6	40.0	3.72	3.74	3.35	147.29	148.00	134.06
Metal fabricating industries	40.5	37.3	40.8	3.13	3.02	2.85	126.62	112.77	116.16
Machinery, except electrical	40.7	38.6	41.1	3.30	3.25	3.09	134.40	125.36	127.26
Transportation equipment	39.5	34.6	41.0	3.46	3.36	3.22	136.43	116.44	132.06
Aircraft and parts	42.7	37.9	42.1	3.47	3.38	3.14	148.42	127.99	131.95
Motor vehicles	38.7	33.5	40.9	3.56	3.48	3.32	137.85	116.60	135.77
Assembling	38.4	31.5	40.9	3.92	3.81	3.54	150.53	120.28	144.96
Parts and accessories	39.0	35.1	41.0	3.37	3.31	3.19	131.63	116.19	130.67
Shipbuilding and repairing	39.0	34.3	39.7	3.35	3.28	3.17	130.67	112.49	125.78
Electrical products	39.7	38.7	40.6	2.81	2.77	2.62	111.36	107.22	106.32
Communications equipment	39.7	39.9	40.5	2.75	2.69	2.48	109.21	107.14	100.42
Non-metallic mineral products	40.7	39.5	41.7	3.09	3.04	2.81	126.02	120.31	117.14
Petroleum and coal products	40.5	42.7	42.6	4.07	4.04	3.72	164.82	172.67	158.47
Chemical and chemical products	40.6	40.0	40.3	3.12	3.11	2.89	126.90	124.61	116.25
Miscellaneous manufacturing industries	39.4	37.0	39.9	2.36	2.36	2.18	92.91	87.27	86.86
CONSTRUCTION	38.5	30.3	38.5	4.06	3.96	3.53	156.06	119.90	135.94
Building	37.6	28.8	37.5	4.17	4.10	3.60	156.92	118.29	135.28
General contractors	37.2	29.9	37.5	4.10	4.07	3.47	152.20	121.56	130.09
Special trade contractors	37.9	28.0	37.5	4.23	4.13	3.70	160.13	115.87	138.83
Engineering	41.1	34.3	41.1	3.74	3.62	3.33	153.49	124.32	136.90
Highways, bridges and streets	40.4	34.5	43.9	3.14	3.03	2.72	127.10	104.75	119.31
Other engineering	41.5	34.1	39.4	4.11	4.10	3.78	170.42	139.84	148.96
OTHER INDUSTRIES									
Urban transit	41.2	41.6	41.3	3.54	3.54	3.33	145.76	146.99	137.38
Highway and bridge maintenance	34.3	35.7	37.4	2.65	2.61	2.61	90.84	93.13	97.63
Laundries, cleaners and pressers	36.7	35.1	36.6	1.70	1.69	1.58	62.52	59.23	57.77
Hotels, restaurants and taverns	31.5	31.3	31.8	1.71	1.71	1.58	53.83	53.43	50.35

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1964	41.0	2.02	82.96	111.4	106.3
1965	41.0	2.12	86.94	116.8	108.8
1966	40.8	2.25	91.65	123.1	110.5
1967	40.3	2.40	96.84	130.1	112.8
1968†	40.3	2.58	104.00	139.7	116.2
1969—January	40.1	2.71	108.42	145.6	118.8
February	40.3	2.72	109.65	147.3	119.5
March	40.5	2.74	110.97	149.1	119.6
April	40.3	2.75	110.87	148.9	119.2
May	40.4	2.77	111.97	150.4	119.5
June	40.2	2.78	111.83	150.2	118.8
July	39.9	2.77	110.57	148.5	117.0
August	40.1	2.78	111.37	149.6	118.2
September	40.7	2.82	114.89	154.3	121.7
October	40.4	2.84	114.87	154.3	121.1
November	40.4	2.88	116.18	156.1	122.0
December*	37.2	2.92	108.68	146.0	113.9
1970—January†	39.8	2.92	116.30	156.2	121.4

* Revised. † Preliminary.
Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Jan. 1970	Dec. 1969	Jan. 1969	Jan. 1970	Dec. 1969	Jan. 1969
				$	$	$
Newfoundland	41.5	37.9	39.4	2.55	2.67	2.37
Nova Scotia	38.8	37.6	39.0	2.31	2.31	2.15
New Brunswick	40.7	37.5	41.1	2.49	2.58	2.24
Québec	40.8	37.1	41.1	2.60	2.61	2.43
Ontario	39.6	37.4	40.1	3.08	3.05	2.84
Manitoba	39.2	36.6	39.0	2.61	2.58	2.37
Saskatchewan	39.6	38.9	38.3	3.09	3.11	2.89
Alberta	39.1	37.9	38.3	3.05	3.04	2.73
British Columbia	37.6	36.3	36.8	3.62	3.61	3.39

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contac with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemploymen Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistica Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature o the data see Technical Notes, page 503.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1970—January	5,610,000	4,950,500	659,500
December	5,638,000	5,101,300	536,700
November	5,596,000	5,246,800	349,200
October	5,518,000	5,238,000	280,000
September	5,518,000	5,258,400	259,600
August	5,514,000	5,246,300	267,700
July	5,469,000	5,190,400	278,600
June	5,511,000	5,234,100	276,900
May	5,414,000	5,109,000	305,000
April	5,499,000	4,972,500	526,500
March	5,546,000	4,951,900	594,100
February	5,551,000	4,920,000	631,000
1969—January	5,212,000	4,896,000	616,000

Table E-4—Benefit Payments, by Province, February 1970

Province	Weeks Paid	Amount o Benefi Paic
Newfoundland	104,788	3,516,32(
Prince Edward Island	21,619	677,50(
Nova Scotia	109,712	3,699,924
New Brunswick	106,992	3,444,261
Québec	639,332	22,637,019
Ontario	685,808	24,531,645
Manitoba	80,915	2,802,665
Saskatchewan	78,804	2,701,158
Alberta	87,162	3,127,153
British Columbia	281,301	10,494,815
Total, Canada, February 1970	2,196,433	77,632,466
Total, Canada, January 1970	2,197,633	76,500,420
Total, Canada, February 1969	2,144,751	67,393,894

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	February 1970			February 1969		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	200,824	155,292	45,532	168,589	134,548	34,041
Newfoundland	4,694	4,110	584	5,105	3,888	1,217
Prince Edward Island	1,057	917	140	1,116	928	188
Nova Scotia	6,996	5,931	1,065	6,160	5,156	1,004
New Brunswick	6,698	5,797	901	6,695	5,826	869
Québec	57,914	43,867	14,047	50,631	39,270	11,361
Ontario	82,031	60,514	21,517	57,403	45,678	11,725
Manitoba	6,077	5,197	880	6,089	5,079	1,010
Saskatchewan	5,391	4,665	726	5,555	4,739	816
Alberta	9,105	7,565	1,540	8,670	7,117	1,553
British Columbia	20,861	16,729	4,132	21,165	16,867	4,298

* In addition, revised claims received numbered 55,344.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at February 27, 1970

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample) 1-4	5-13	14-26	27 or more*	Total claimants Feb. 28, 1969
Canada	694,416	210,467	309,994	119,611	54,344	631,022
Male	500,789	156,872	238,866	76,236	28,815	454,638
Female	193,627	53,595	71,128	43,375	25,529	176,384
NEWFOUNDLAND	33,839	5,926	21,077	4,918	1,918	34,765
Male	30,153	5,272	19,252	4,273	1,356	31,243
Female	3,686	654	1,825	645	562	3,522
PRINCE EDWARD ISLAND	6,456	960	4,791	583	122	7,011
Male	4,853	725	3,719	348	61	5,517
Female	1,603	235	1,072	235	61	1,494
NOVA SCOTIA	35,434	10,057	17,581	4,930	2,866	34,706
Male	28,348	7,991	14,595	3,626	2,136	27,834
Female	7,086	2,066	2,986	1,304	730	6,872
NEW BRUNSWICK	34,014	6,635	19,438	6,055	1,886	33,476
Male	25,489	5,145	15,404	3,710	1,230	25,624
Female	8,525	1,490	4,034	2,345	656	7,852
QUÉBEC	213,124	62,585	94,896	38,362	17,281	189,685
Male	158,083	48,612	74,831	25,723	8,917	139,733
Female	55,041	13,973	20,065	12,639	8,364	49,952
ONTARIO	214,884	72,268	83,943	38,635	20,038	176,945
Male	138,357	49,570	57,469	21,381	9,937	110,037
Female	76,527	22,698	26,474	17,254	10,101	66,908
MANITOBA	28,819	9,770	11,645	4,879	2,525	24,186
Male	22,510	7,327	9,666	3,698	1,819	17,514
Female	6,309	2,443	1,979	1,181	706	6,672
SASKATCHEWAN	24,192	6,164	12,231	4,833	964	22,889
Male	18,893	4,792	10,134	3,594	373	18,279
Female	5,299	1,372	2,097	1,239	591	4,610
ALBERTA	29,595	10,553	12,076	5,177	1,789	28,089
Male	21,725	7,997	9,581	3,371	776	20,981
Female	7,870	2,556	2,495	1,806	1,013	7,108
BRITISH COLUMBIA	74,059	25,549	32,316	11,239	4,955	79,270
Male	52,378	19,441	24,215	6,512	2,210	57,876
Female	21,681	6,108	8,101	4,727	2,745	21,394

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
				(1961 = 100)				
1965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1969—Year	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
1969—March	123.2	123.8	122.8	123.8	118.3	129.5	125.1	121.9
April	124.6	125.0	123.7	124.3	119.9	133.7	125.4	125.5
May	124.9	125.1	124.2	123.8	120.4	134.2	127.4	125.8
June	125.9	127.8	124.7	124.9	120.6	134.2	127.4	125.8
July	126.4	128.8	125.2	124.8	120.7	134.2	127.4	126.3
August	126.9	130.6	125.4	125.0	120.5	134.2	127.6	126.4
September	126.6	128.5	125.7	125.2	120.9	135.0	128.0	126.4
October	126.8	127.8	126.4	126.1	120.9	136.1	128.1	126.4
November	127.4	128.8	126.9	126.3	121.8	136.4	128.5	126.3
December	127.9	129.8	127.6	126.4	122.0	136.8	128.1	126.3
1970—January	128.2	130.1	128.1	125.5	122.7	136.8	128.0	126.5
February	128.7	131.3	128.3	125.1	123.5	137.7	129.0	126.5
March	128.9	130.5	129.2	126.0	124.0	137.7	129.5	126.5
				(1949 = 100)				
March	166.5*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—March, 1970

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Mar. 70	Feb. 70	Mar. 69							
						(1961 = 100)				
St. John's, Nfld.	122.0	121.9	118.2	123.7	115.1	128.5	114.4	132.9	112.1	144.2
Halifax	123.8	123.6	115.9	130.3	117.3	124.0	116.8	138.4	127.6	127.8
Saint John	123.1	123.2	117.1	129.4	115.1	127.9	120.1	131.1	129.9	126.4
Montreal	124.2	124.2	120.0	127.8	116.1	122.5	125.1	130.0	139.1	128.4
Ottawa	127.0	126.5	120.8	132.3	117.6	127.9	125.6	140.9	136.8	132.2
Toronto	127.2	127.2	121.9	130.0	120.3	129.5	130.6	137.5	125.5	130.3
Winnipeg	126.2	126.7	120.9	131.6	114.8	132.5	126.7	145.0	129.5	129.1
Saskatoon-Regina	122.1	122.1	117.7	128.6	114.7	127.7	117.2	127.2	129.0	122.1
Edmonton-Calgary	124.0	123.7	119.6	126.3	117.9	126.0	121.4	141.6	131.3	124.3
Vancouver	121.8	121.4	117.6	129.4	115.8	126.4	117.6	130.3	119.5	113.4

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1965-1970

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Duration in Man-Days: Per cent of Estimated Working Time
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,018	3,974,760	0.25
1968	559	582	223,562	5,082,730	0.32
*1969	556	585	301,954	7,736,710	0.46
*1969—April	50	95	30,211	272,490	0.20
May	64	125	108,563	1,099,450	0.79
June	58	133	61,407	911,680	0.64
July	33	113	70,723	1,058,150	0.69
August	44	117	74,686	1,178,780	0.81
September	29	96	61,497	1,126,750	0.81
October	37	112	73,930	1,112,570	0.76
November	33	90	49,404	402,010	0.30
December	19	67	11,719	138,290	0.10
*1970—January	17	57	8,428	102,840	0.08
February	34	70	13,551	120,990	0.09
March	31	68	16,619	166,060	0.12
April	52	97	50,469	633,900	0.44

* Preliminary.

Table G-2—Strikes and Lockouts, by Industry, April 1970, (Preliminary)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	1	3	1,303	12,760
Manufacturing	25	58	11,515	168,800
Construction	8	10	34,945	427,680
Transportation and utilities	5	6	1,500	14,960
Trade	4	5	85	1,340
Finance	—	—	—	—
Service	8	12	769	7,230
Public administration	1	3	352	1,130
All industries	52	97	50,469	633,900

Table G-3—Strikes and Lockouts, by Jurisdiction, April 1970, (Preliminary)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	—	—	—
Prince Edward Island	—	—	—	—
Nova Scotia	4	5	4,122	37,240
New Brunswick	3	5	1,074	8,300
Québec	18	27	3,658	37,850
Ontario	19	41	7,886	93,910
Manitoba	2	2	560	980
Saskatchewan	2	3	933	16,080
Alberta	—	2	165	2,970
British Columbia	3	11	32,036	436,500
Federal	1	1	35	70
All jurisdictions	52	97	50,469	633,900

Table G-4—Strikes and Lockouts Involving 100 or More Workers, April 1970, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: April	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Mines						
METAL						
Brunswick Mining & Smelting Corp. Ltd. Bathurst, N.B.	Steelworkers Loc. 5385 (AFL-CIO/CLC)	814	6,510	22,790	Mar. 3 Apr. 11	Wages, length of contract— Adjustment rates under a 2-yr. contract.
Wasamac Mines Ltd., Arntfield, Qué.	Steelworkers Loc. 6558 (AFL-CIO/CLC)	230	810	2,310	Mar. 23 Apr. 6	Wages, hours, fringe benefits—10¢ an hr. wage increase; reduction in hours from 44-40 per wk.
East Malartic Mines, Malarctic, Qué.	Steelworkers Loc. 4796 (AFL-CIO/CLC)	259	5,440	5,440	Apr. 2 —	Wages, other benefits—
Manufacturing						
FOOD AND BEVERAGES						
National Sea Products Ltd., Various locations, Nova Scotia.	Seafood Workers various locals (CLC)	1,200	15,600	51,600	Feb. 23 Apr. 16	Wages, fringe benefits—3¢ an hr. increase on signing of contract, 11¢ retroactive to Dec. 1, 1969, 14¢ Dec. 1, 1970.
Canada Bread Co. Limited, Toronto, Ont.	Bakery Workers Loc. 264 (CLC)	178	610	3,460	Mar. 7 Apr. 6	Wages, working conditions—55¢ an hr. increase for males, 50¢ for females; other improvements.
Acadian Fish and Booth's Fisheries Ltd., Mulgrave-Canso and Petit de Grat, N.S.	United Fishermen (Ind.)	245	5,640	5,640	Apr. 3 —	Union recognition—
RUBBER						
Dominion Tape of Canada Ltd., Cornwall, Ont.	Chemical Workers Loc. 810 (AFL-CIO/CLC)	135	2,970	5,950	Feb. 27 —	Delay in signing new agreement—
Goodyear Tire & Rubber Company of Canada Limited, Owen Sound, Ont.	Rubber Workers Loc. 818 (AFL-CIO/CLC)	152	300	300	Apr. 22 Apr. 24	Wages, retroactive pay—33¢ to 48¢ per hr. increase for males, 23¢ to 28¢ for females, 23¢ per hr. retroactive to Jan. 23, 1970.
TEXTILES						
Campbellford Cloth Co., Campbellford, Ont.	Textile Workers' Union Loc. 743 (AFL-CIO/CLC)	155	3,410	4,070	Mar. 26 —	Wages—
CLOTHING						
Chateau Lingerie, Montreal, Qué.	Ladies' Garment Workers Loc. 438 (AFL-CIO/CLC)	154	2,000	2,000	Apr. 14 —	Wages, hours, working conditions—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, April 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: April	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
FURNITURE AND FIXTURES						
Canadian Association of Storefitting Manufacturers, Toronto, Ont.	Carpenters Loc. 2679 (AFL-CIO/CLC)	450	3,600	4,950	Mar. 23 Apr. 13	Wages, job classification, vacation pay, union welfare fund—Return of workers, settlement terms not reported.
Sklar Furniture Ltd. Whitby, Ont.	Upholsterers Loc. 50 (AFL-CIO/CLC)	489	5,620	5,620	Apr. 9 Apr. 27	Wages, fringe benefits—12¢ an hr. increase first year, 15¢ second year; company assumes 100% of Ontario Hospital and OHSIP deductions.
PAPER						
C.I.P. Containers Limited, London, Ont.	Chemical Workers Loc. 229 (AFL-CIO/CLC)	221	4,860	7,910	Mar. 10 —	Breakdown in contract negotiations—
PRINTING & PUBLISHING						
Pacific Press Ltd., Vancouver, B.C.	Vancouver Joint Council of Newspaper Unions (AFL-CIO/CLC)	1,197	31,120	75,410	Feb. 16 —	Newspapers ceased publishing operations and terminated agreements—
PRIMARY METALS						
Sidbec-Dosco, Contrecœur, Qué.	Steelworkers Loc. 6586 (AFL-CIO/CLC)	450	6,300	6,300	Apr. 13 –	Wages, pension plan, vacations, classification—
Sidbec-Dosco, Montreal, Qué.	Steelworkers Loc. 2423 (AFL-CIO/CLC)	1,050	6,300	6,300	Apr. 14 Apr. 22	Wages, pension plan, vacations, classification—75¢ an hr. increase spread over 3-yr. period; $200. retroactive pay, other improved benefits.
METAL FABRICATING						
Anthes Eastern Ltd., Toronto, Ont.	Auto Workers Loc. 124 (CLC)	269	4,040	4,040	Apr. 10 —	Wages—
Dosco, Etobicoke, Ont.	Steelworkers Loc. 5629 (AFL-CIO/CLC)	250	2,750	2,750	Apr. 16 —	Wages, other benefits—
TRANSPORTATION EQUIPMENT						
John Inglis, Hamilton, Ont.	Auto Workers Loc. 525 (CLC)	200	200	200	Apr. 3 Apr. 4	Not reported—Not reported.
ELECTRICAL PRODUCTS						
Smith & Stone Ltd., Georgetown, Ont.	Auto Workers Loc. 1421 (CLC)	360	7,920	14,400	Mar. 5 —	Wages, other benefits—
Franklin Mfg. Co. Ltd., Galt, Ont.	Machinists Loc. 1246 (AFL-CIO/CLC)	375	5,250	5,250	Apr. 11 —	Wages, fringe benefits, grievance procedures, length of agreement—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, April 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: April	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Stewart Warner Corp. of Canada Ltd., Belleville, Ont.	Auto Workers Loc. 1538 (CLC)	130	520	520	Apr. 27 —	Wages, other benefits—
RCA Ltd., Prescott, Ont.	I.U.E. Loc. 523 (AFL-CIO/CLC)	450	450	450	Apr. 30 —	Wages, fringe benefits—
NON-METALLIC MINERAL PRODUCTS						
Deeks-Lafarge Ltd. Ocean Cement Ltd., Vancouver, B.C.	Teamsters Loc. 213 (Ind.)	650	11,300	11,300	Apr. 3 —	Wages, fringe benefits—
Maple Leaf Ceramics, Montreal, Qué.	FTQ	100	1,900	1,900	Apr. 6 —	Not reported—
CHEMICAL PRODUCTS						
Rexall Drug Co. Ltd., Cooksville, Ont.	Chemical Workers Loc. 279 (AFL-CIO/CLC)	150	1,950	2,400	Mar. 26 Apr. 20	Wages, other benefits—38¢ an hr. increase over 2 years, other improved benefits.
MISCELLANEOUS MANUFACTURING						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	6,200	145,000	May 17/68 Apr. 30	Wages, union security, grievance procedure—Return of workers when agreement reached.
Honeywell Controls Ltd., Scarborough, Ont.	Auto Workers Loc. 80 (CLC)	786	17,290	22,010	Mar. 20 —	Wages—
Engelhard Industries of Canada Ltd., Toronto, Ont.	CLC—directly chartered	105	1,680	1,680	Apr. 6 Apr. 28	Wages in a renewal agreement—10% wage increase eff. Jan. 1, 1970, 10% Jan. 1, 1971, other improved benefits.
Construction						
Various concrete forming employers, Various locations Metro Toronto, Ont.	Canadian Concrete Workers Union	365	2,920	3,650	Mar. 30 Apr. 13	Union recognition—Return of workers.
Canadian Plumbing and Mechanical Contractors Associations, Various locations, Saskatchewan.	Plumbers various locals (AFL-CIO/CLC)	700	13,300	13,300	Apr. 6 —	Wages, other benefits—
Churchill Forest Industries, The Pas, Man.	Carpenters & Structural Iron Workers (AFL-CIO/CLC)	540	540	540	Apr. 9 Apr. 10	Alleged dispute over job assignment—Return of workers.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, April 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: April	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Dravo of Canada Ltd., Sudbury and area, Ont.	Labourers Loc. 183 (AFL-CIO/CLC)	900	4,500	4,500	Apr. 13 / Apr. 23	Alleged grievances over seniority and job security clauses—Return of workers.
Construction Labour Relations Assn., Province-wide, British Columbia.	Various unions	30,000	390,000	390,000	Apr. 14 / —	Wages—
Electrical Contractors Association of Saskatchewan, Regina, Sask.	I.B.E.W. Loc. 2038 (AFL-CIO/CLC)	220	2,640	2,640	Apr. 15 / —	Wages, hours—
Richard & B. A. Ryan and others Point Tupper, N.S.	Various unions	2,060	12,360	12,360	Apr. 23 / —	Jurisdictional dispute between unions—
Moncton Plumbing, Bathurst, N.B.	Plumbers Loc. 512 (AFL-CIO/CLC)	100	400	400	Apr. 27 / —	Wages in a first agreement—
Transportation and Utilities						
TRANSPORTATION						
*British Columbia Maritime Employers Association, Vancouver, B.C.	Longshoremen and Warehousemen Loc. 500 (CLC)	1,000	—	2,000	Mar. 30 / Apr. 1	Alleged dispute over dispatch of work gangs—Return of workers.
Four trucking firms, Lake St. John region, Qué.	CNTU-directly chartered local	325	5,530	5,530	Apr. 8 / —	Wages, hours, fringe benefits—
SMT (Eatersn) Ltd., Province-wide, New Brunswick.	Transit Union Loc. 1229 (AFL-CIO/CLC)	108	650	650	Apr. 25 / —	Dismissal of three drivers for cause—
POWER, GAS AND WATER						
Consumers' Gas Co., Eleven centres in Ontario.	Chemical Workers Loc. 513 (AFL-CIO/CLC)	440	5,720	11,000	Mar. 13 / Apr. 20	Wage, fringe benefits—Wage increases, 3 weeks vacation after 7 years, 4 weeks after 17 years.
Nova Scotia Light & Power Co. Ltd., Various locations, Nova Scotia.	I.B.E.W. Loc. 1928 (AFL-CIO/CLC)	567	2,640	2,640	Apr. 24 / —	Wages—
Service						
EDUCATION						
CEGEP de Jonquière, Jonquière, Qué.	Public Service Employees' Federation (CNTU)	127	640	640	Apr. 6 / Apr. 13	Wages, elimination of contracting out—Wage increases, other benefits.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, April 1970, (Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days April	 Accumulated	Starting Date Termination Date	Major Issues Result
CEGEP de Chicoutimi, Chicoutimi, Qué.	Public Service Employees' Federation (CNTU)	125	630	630	Apr. 7 Apr. 13	Security of employment, elimination of contracting out—Wage increases, other improvements.
Renfrew County secondary schools, Renfrew County, Ont.	Ontario Secondary School Teachers Federation and Ontario Trustees Assn.	152	150	150	Apr. 28 Apr. 29	Wages—Return of teachers.
MISCELLANEOUS SERVICES						
Avis Transport, Hertz and Tilden, Vancouver, B.C.	Office Employees Loc. 378 (AFL-CIO/CLC)	100	2,200	7,500	Jan. 15 —	Wages, union security—
Public Administration						
LOCAL ADMINISTRATION						
City of Montreal, Montreal, Qué.	Engineers' Federation (CNTU)	300	300	300	Apr. 22 Apr. 23	"Sickout" to protest changes in bargaining practices—Return of workers.

*Federal jurisdiction.

H—Employment Injuries

Table H-1—Employment Injuries† Reported by Workmen's Compensation Boards, 1960-1969

Year	Temporary Disability		Permanent Disability		Fatality		Total		Ratio‡ of Grand Total Fatalities
	No.	%	No.	%	No.	%	No.	%	
1960	177,611	95.4	7,681	4.1	912	0.5	186,204	100.0	80.4
1961	169,980	95.4	7,347	4.1	856	0.5	178,183	100.0	78.8
1962	183,754	95.5	7,849	4.1	834	0.4	192,437	100.0	73.5
1963	196,500	95.3	8,928	4.3	893	0.4	206,321	100.0	72.4
1964	228,045	95.7	9,158	3.8	1,053	0.5	238,256	100.0	79.8
1965	253,623	95.9	9,814	3.7	1,118	0.4	264,555	100.0	84.3
1966	257,020	95.3	11,391	4.2	1,198	0.5	269,609	100.0	96.5
1967	257,840	95.5	11,190	4.1	1,058	0.4	270,088	100.0	91.5
1968	246,666	94.3	13,846	5.3	928	0.4	261,440	100.0	91.2
1969*	281,947	94.8	14,604	4.9	965	0.3	297,516	100.0	91.3
Average 1960-1969	225,299	95.3	10,181	4.3	981	0.4	236,461	100.0	83.8

* Preliminary. † Distribution partly estimated.
‡ Ratio of total fatalities reported by the Workmen's Compensation Boards to grand total fatalities compiled by the Canada Department of Labour. See Table H-4.

Table H-2—Employment Injuries†, Workmen's Compensation Settlement Rates per 10,000 Workers Employed, 1960-1969

Year	Temporary Disability		Permanent Disability		Fatality		Total		Total of Workers Employed‡
	No.	Rate(1)	No.	Rate(1)	No.	Rate(1)	No.	Rate(1)	(in thousands)
1960	177,611	298.3	7,681	12.9	912	1.5	186,204	312.7	5,955
1961	169,980	280.7	7,347	12.1	856	1.4	178,183	294.2	6,055
1962	183,754	295.2	7,849	12.6	834	1.3	192,437	309.1	6,225
1963	196,500	308.2	8,928	14.0	893	1.4	206,321	323.6	6,375
1964	228,045	345.1	9,158	13.9	1,053	1.6	238,256	360.5	6,609
1965	253,623	369.6	9,814	14.3	1,118	1.6	264,555	385.5	6,862
1966	257,020	359.4	11,391	15.9	1,198	1.7	269,609	377.0	7,152
1967	257,840	349.4	11,190	15.2	1,058	1.4	270,088	366.0	7,379
1968	246,666	327.3	13,846	18.4	928	1.2	261,440	346.9	7,537
1969*	281,947	362.4	14,604	18.8	965	1.2	297,516	382.4	7,780
Average 1960-1969	225,299	331.7	10,181	15.0	981	1.4	236,461	348.1	6,793

* Preliminary. † Distribution partly estimated.
‡ DBS estimates, Special Surveys Division, special tables, 12-month averages.
(1) Rate = number of cases per 10,000 workers employed.

Table H-3—Employment Injuries, Fatal and Non-fatal, Reported by Workmen's Compensation Boards, by Province, 1968 and 1969 (See page 538).

Table H-4—Employment Fatalities by Industry, 1960-1969

Year	Agriculture		Forestry		Fishing[1]		Mining[2]		Manufacturing		Construction	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1960	69	6.1	131	11.5	27	2.4	180	15.9	186	16.4	199	17.5
1961	68	6.3	99	9.1	40	3.7	135	12.4	178	16.4	238	21.9
1962	62	5.5	127	11.2	12	1.0	151	13.3	216	19.0	204	18.0
1963	49	4.0	122	9.9	34	2.8	163	13.2	222	18.0	234	19.0
1964	72	5.4	155	11.7	37	2.8	161	12.2	235	17.8	252	19.1
1965	50	3.8	108	8.2	40	3.0	176	13.3	225	17.0	277	20.9
1966	55	4.4	110	8.9	37	3.0	144	11.6	220	17.7	293	23.6
1967	30	2.6	106	9.2	33	2.9	182	15.7	186	16.1	223	19.3
1968	27	2.7	102	10.0	19	1.9	132	13.0	175	17.2	217	21.3
1969*	30	2.8	84	7.9	18	1.7	151	14.3	192	18.2	219	20.7
Average 1960-1969	51	4.4	114	9.7	30	2.5	158	13.4	203	17.4	236	20.2

* Preliminary. [1] Includes trapping and hunting. [2] Includes quarrying and oil wells. [3] Includes storage, communication, electric power, gas and water utilities. [4] Includes insurance and real estate. [5] Includes community, business and personal service. [6] Includes defence.

Table H-5—Employment Fatality Rates by Industry†, 1960-1969

Year	Agriculture		Forestry		Fishing		Mining		Manufacturing		Construction	
	R[1]	E[2]	R	E	R	E	R	E	R	E	R	E
1960	1.0	675	13.5	97	15.9	17	19.4	93	1.3	1,470	4.8	418
1961	1.0	681	11.5	86	22.2	18	16.9	80	1.2	1,452	6.3	376
1962	0.9	660	17.2	74	5.2	23	18.6	81	1.4	1,502	5.2	393
1963	0.8	649	15.3	80	13.6	25	22.6	72	1.4	1,552	5.8	406
1964	1.1	630	18.9	82	14.2	26	18.5	87	1.4	1,650	6.1	410
1965	0.8	594	14.0	77	17.4	23	13.1	134	1.4	1,636	6.0	463
1966	1.0	544	14.5	76	14.2	26	11.9	121	1.3	1,744	5.9	499
1967	0.5	559	12.5	79	13.2	25	14.6	114	1.0	1,756	4.3	475
1968	0.5	546	12.8	80	7.9	24	11.3	117	1.0	1,754	4.6	470
1969*	0.6	535	10.5	80	8.6	21	13.0	116	1.1	1,819	4.5	482
Average 1960-1969	0.8	607	14.1	81	13.0	23	15.5	102	1.2	1,634	5.4	439

* Preliminary.
[1] R = Fatality rate (number of fatalities per 10,000 workers employed).
[2] E = Workers employed, in thousands. DBS estimates, Special Surveys Division, special tables, 12-month averages (figures may not add to the totals shown because of rounding).
† See footnotes 1-6, Table H-4.

Transportation[3]		Trade		Finance[4]		Service[5]		Public Administration[6]		Total	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
190	16.8	51	4.5	2	0.2	16	1.4	83	7.3	1,134	100.0
188	17.3	52	4.8	1	0.1	19	1.7	68	6.3	1,086	100.0
209	18.4	58	5.1	2	0.2	16	1.4	78	6.9	1,135	100.0
210	17.0	61	4.9	1	0.1	28	2.3	109	8.8	1,233	100.0
237	18.0	62	4.7	2	0.2	55	4.2	52	3.9	1,320	100.0
287	21.4	70	5.3	3	0.2	38	2.8	52	4.0	1,326	100.0
251	20.2	59	4.7	1	0.1	43	3.5	29	2.3	1,242	100.0
237	20.5	64	5.5	5	0.4	55	4.8	35	3.0	1,156	100.0
178	17.5	58	5.7	—	—	45	4.4	64	6.3	1,017	100.0
205	19.4	51	4.8	2	0.2	46	4.4	59	5.6	1,057	100.0
219	18.7	59	5.0	2	0.2	36	3.1	63	5.4	1,171	100.0

Transportation		Trade		Finance		Service		Public Administration		Total	
R	E	R	E	R	E	R	E	R	E	R	E
3.7	515	0.5	981	0.1	226	0.1	1,096	2.3	365	1.8	5,955
3.3	563	0.5	1,025	0.1	239	0.2	1,178	1.9	356	1.9	5,055
3.6	588	0.6	1,049	0.1	248	0.1	1,244	2.2	362	1.8	5,225
3.5	597	0.6	1,062	0.1	254	0.2	1,306	2.9	371	1.9	6,375
4.0	591	0.6	1,105	0.1	264	0.4	1,386	1.4	377	2.0	6,609
4.7	617	0.6	1,145	0.1	280	0.3	1,489	1.3	403	1.9	6,862
4.0	620	0.5	1,180	—	302	0.3	1,622	0.7	419	1.7	7,152
3.4	659	0.5	1,224	0.2	312	0.3	1,732	0.8	443	1.5	7,379
2.6	673	0.5	1,260	—	327	0.2	1,830	1.4	458	1.3	7,537
3.0	693	0.4	1,292	0.1	350	0.2	1,918	1.2	474	1.4	7,780
3.6	612	0.6	1,014	0.1	280	0.2	1,480	1.6	403	1.8	6,593

Table H-6—Employment Fatalities, by Province and Industry, 1968-1969

Industry	1968†							
	Nfld.	P.E.I.	N.S.	N.B.	Qué.	Ont.	Man.	Sask.
AGRICULTURE	—	—	—	1	2	16	1	3
FORESTRY	—	—	2	6	17	18	—	—
FISHING AND TRAPPING	—	—	6	1	—	—	1	—
MINES, QUARRIES, OIL WELLS	2	—	5	1	12	48	12	10
Metal mines	—	—	—	1	2	38	4	1
Coal mines	—	—	4	—	—	—	—	—
Petroleum and gas	—	—	—	—	—	1	—	—
Non-metal, quarries, services	2	—	1	—	10	9	8	9
MANUFACTURING	3	—	7	—	25	88	2	5
Food and beverages	—	—	1	—	4	11	1	1
Tobacco	—	—	—	—	—	—	—	—
Rubber	—	—	—	—	—	1	—	—
Leather	—	—	—	—	—	1	—	—
Textile	1	—	—	—	2	—	—	—
Clothing	—	—	—	—	—	—	—	—
Wood	—	—	3	—	6	12	1	1
Paper	—	—	—	—	1	8	—	—
Printing, publishing	—	—	—	—	—	—	—	—
Primary metal	2	—	1	—	4	14	—	—
Metal fabricating	—	—	2	—	1	11	—	1
Machinery	—	—	—	—	—	7	—	1
Transportation equipment	—	—	—	—	2	4	—	—
Electrical	—	—	—	—	—	4	—	—
Non-metallic minerals	—	—	—	—	2	9	—	—
Petroleum and coal	—	—	—	—	1	—	—	—
Chemicals	—	—	—	—	1	4	—	1
Miscellaneous	—	—	—	—	1	2	—	—
CONSTRUCTION	10	—	9	11	37	62	11	18
Building	5	—	1	1	7	21	1	5
Highway	5	—	4	5	8	10	1	7
Other	—	—	4	5	22	31	9	6
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	3	1	7	10	22	52	5	13
Air	—	—	—	—	1	5	—	—
Water	1	—	1	1	2	4	—	—
Railway	—	1	2	5	4	9	1	6
Local and highway	2	—	2	4	9	26	4	3
Miscellaneous	—	—	—	—	2	—	—	3
Storage	—	—	—	—	1	2	—	—
Communication	—	—	—	—	—	4	—	—
Electric power, gas, water	—	—	2	—	3	2	—	1
TRADE	2	—	1	3	3	23	3	2
Wholesale	—	—	—	1	—	14	3	1
Retail	2	—	1	2	3	9	—	1
FINANCE, INSURANCE AND REAL ESTATE	—	—	—	—	—	—	—	—
SERVICE	—	—	1	1	1	19	2	1
Community	—	—	1	1	1	7	2	—
Personal	—	—	—	—	—	12	—	1
PUBLIC ADMINISTRATION	1	—	2	4	11	24	4	1
Total	21	1	40	38	130	350	41	53

* Preliminary. † Revised.

				1969*											
Alta.	B.C.	Yukon and N.W.T.	Total	Nfld.	P.E.I.	N.S.	N.B.	Qué.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
2	2	—	27	—	—	—	—	6	17	1	—	2	4	—	30
5	54	—	102	1	—	2	8	8	11	2	1	4	47	—	84
—	11	—	19	—	—	1	—	8	2	—	—	—	7	—	18
13	28	1	132	7	—	8	1	12	53	14	1	17	38	—	151
—	19	—	65	1	—	—	—	2	41	6	—	—	21	—	71
3	2	—	9	—	—	8	—	—	—	1	—	2	6	—	17
3	—	—	4	1	—	—	—	—	2	—	—	1	—	—	4
7	7	1	54	5	—	—	1	10	10	7	1	14	11	—	59
16	29	—	175	4	—	7	7	31	86	5	3	17	32	—	192
—	—	—	18	3	—	2	1	2	4	—	2	1	2	—	17
—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
—	—	—	1	—	—	—	—	—	3	—	—	—	—	—	3
—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	3	—	—	—	—	1	—	—	—	—	—	—	1
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
1	8	—	32	—	—	—	1	8	9	—	—	3	11	—	32
2	4	—	15	—	—	1	1	5	6	—	—	1	9	—	23
1	1	—	2	—	—	—	2	1	2	1	—	—	—	—	6
—	7	—	28	1	—	1	—	5	12	—	1	2	4	—	26
4	3	—	22	—	—	—	1	2	13	1	—	4	2	—	23
—	1	—	9	—	—	—	—	1	6	—	—	2	—	—	9
1	3	—	10	—	—	—	—	3	6	—	—	—	2	—	11
—	—	—	4	—	—	1	—	—	6	—	—	—	—	—	7
4	2	—	17	—	—	—	1	—	9	—	—	1	—	—	11
—	—	—	1	—	—	1	—	1	4	—	—	2	1	—	9
3	—	—	9	—	—	—	—	1	5	2	—	—	1	—	9
—	—	—	3	—	—	—	—	1	1	1	—	1	—	—	4
26	32	1	217	4	—	10	7	39	66	26	2	28	37	—	219
9	10	—	60	1	—	1	3	12	10	2	1	3	11	—	44
7	9	1	57	3	—	2	2	8	9	7	1	7	11	—	50
10	13	—	100	—	—	7	2	19	47	17	—	18	15	—	125
30	35	—	178	5	—	14	4	36	63	15	7	23	38	—	205
1	12	—	19	—	—	—	—	2	2	5	1	2	7	—	19
—	2	—	11	—	—	10	—	2	2	—	—	—	11	—	25
5	7	—	40	2	—	1	3	5	20	2	—	7	6	—	46
16	11	—	77	1	—	2	1	20	30	6	4	8	11	—	83
2	—	—	7	—	—	—	—	—	—	—	—	3	1	—	4
2	—	—	5	—	—	—	—	1	—	—	1	—	1	—	3
1	—	—	5	—	—	—	—	1	3	—	—	1	—	—	5
3	3	—	14	2	—	1	—	5	6	2	1	2	1	—	20
11	10	—	58	1	—	2	1	9	14	4	—	10	10	—	51
6	8	—	33	—	—	—	1	5	8	1	—	6	3	—	24
5	2	—	25	1	—	2	—	4	6	3	—	4	7	—	27
—	—	—	—	—	—	—	—	—	—	—	—	1	1	—	2
9	11	—	45	—	—	1	—	6	18	4	1	5	11	—	46
5	5	—	22	—	—	—	—	1	11	1	1	4	6	—	24
4	6	—	23	—	—	1	—	5	7	3	—	1	5	—	22
7	10	—	64	—	—	—	—	7	22	8	1	8	12	1	59
119	222	2	1,017	22	—	45	28	162	352	79	16	115	237	1	1,057

Table H-7—Employment Fatalities by Industry‡ and Type of Accident, 1968-1969

Type of Accident	1968†							
	Agriculture	Forestry	Fishing	Mining	Manufacturing	Construction	Transportation	Trade
Striking against and stepping on objects	—	—	—	—	—	1	—	—
Struck by	2	60	2	38	28	50	34	12
Caught in, on, or between	10	13	1	12	24	24	10	4
Collisions, derailments, wrecks	5	16	—	11	21	42	87	27
Falls and slips	7	9	15	19	36	72	22	3
Conflagrations, temperature extremes and explosions	—	1	1	10	13	4	5	1
Inhalations, contact, absorptions, ingestions and industrial diseases	—	—	—	35	27	4	3	4
Contact with electric current	3	—	—	—	9	14	6	—
Over-exertion	—	—	—	1	5	2	7	2
Miscellaneous accident types	—	3	—	6	12	4	4	5
Total	27	102	19	132	175	217	178	58

* Preliminary. † Revised. ‡ See footnotes 1-6, Table H-4.

Table H-3—Employment Injuries, Fatal and Non-Fatal, Reported by Workmen's Compensation Boards, by Province, 1968-1969

Province	1968†					1969*				
	Non-fatal					Non-fatal				
	Medical Aid only	Temporary Disability	Permanent Disability	Fatal	Total	Medical Aid Only	Temporary Disability	Permanent Disability	Fatal	Total
Newfoundland	6,592	5,119	105	20	11,836	4,821	4,477	46	33	9,377
Prince Edward Island	1,115	1,065	17	5	2,202	1,048	1,001	8	1	2,058
Nova Scotia	14,753	10,483	345	33	25,614	13,449	10,444	76	45	24,014
New Brunswick	14,752	8,247	257	33	23,289	14,926	8,462	339	26	23,753
Québec	117,061	47,668	5,639	202	170,570	119,643	52,543	5,899	193	178,278
Ontario	234,968	100,863	4,479	284	340,594	229,391	126,713‡	5,153‡	275	361,532
Manitoba	16,142	12,822	444	39	29,447	14,990	12,186	359	59	27,594
Saskatchewan	14,500	11,477	271	54	26,302	13,674	11,324	239	35	25,272
Alberta	32,538	23,020	1,007	108	56,673	36,558	24,445	1,165	130	62,298
British Columbia	48,166	25,902	1,282	150	75,500	51,143	30,352	1,320	168	82,983
Total	500,587	246,666	13,846	928	762,027	499,643	281,947	14,604	965	797,159

* Preliminary. † Revised.

‡ Only a combined figure of 131,866 for temporary disability and permanent disability claims is available from the Ontario Workmen's Compensation Board. The figures illustrated have been estimated from this total.

				1969*											
Finance	Service	Public Administration	Total	Agriculture	Forestry	Fishing	Mining	Manufacturing	Construction	Transportation	Trade	Finance	Service	Public Administration	Total
—	—	—	1	—	—	—	—	1	2	—	1	—	—	—	4
—	3	11	240	5	59	1	43	37	60	32	5	—	7	10	259
—	2	5	105	12	10	—	11	23	21	12	5	—	1	5	100
—	21	13	243	5	6	—	19	39	32	92	22	—	20	15	250
—	4	16	203	3	5	17	13	33	70	39	6	1	7	14	208
—	1	3	39	1	1	—	5	14	10	4	6	—	4	1	46
—	—	2	75	—	—	—	56	26	4	7	1	—	3	6	103
—	4	3	39	3	—	—	—	13	18	11	2	—	—	1	48
—	3	4	24	—	1	—	3	4	2	3	2	—	—	2	17
—	7	7	48	1	2	—	1	2	—	5	1	1	4	5	22
—	45	64	1,017	30	84	18	151	192	219	205	51	2	46	59	1,057

Table H-8—Employment Fatalities by Industry‡ and Occupation, 1968-1969

1968†

Occupation	Agriculture	Forestry	Fishing	Mining	Manufacturing	Construction	Transportation	Trade	Finance	Service	Public Administration	Total	Per Cent of Total
Farmers and farm workers	25	1	—	—	—	—	—	—	—	1	—	27	2.7
Loggers and related workers	—	78	—	—	2	2	1	—	—	—	1	84	8.3
Fishermen, trappers and hunters	—	—	15	—	—	—	—	—	—	—	—	15	1.4
Miners quarrymen and related workers	—	—	—	106	1	4	1	—	—	—	—	112	11.0
Craftsmen, production process and related workers	2	9	—	16	115	123	51	19	—	8	9	352	34.6
Labourers and unskilled workers (not agricultural, fishing, logging or mining)	—	4	—	—	23	67	8	4	—	6	9	121	11.9
Transport and communication	—	6	4	3	13	11	102	16	—	7	7	169	16.6
Managerial	—	2	—	1	6	6	6	6	—	5	3	35	3.4
Professional and technical	—	2	—	3	4	3	2	—	—	6	5	25	2.5
Clerical	—	—	—	—	2	1	1	—	—	—	2	6	0.6
Sales	—	—	—	1	7	—	—	10	—	—	—	18	1.8
Service and recreation	—	—	—	2	2	—	6	3	—	12	28	53	5.2
Total	27	102	19	132	175	217	178	58	—	45	64	1,017	100.0
Per cent of total	2.7	10.0	1.9	13.0	17.2	21.3	17.5	5.7	—	4.4	6.3	100.0	—
Workers employed in thousands**	546	80	24	117	1,754	470	673	1,260	327	1,830	458	7,537	—
Fatality rate per 10,000 employees	0.49	12.75	7.92	11.28	1.00	4.62	2.64	0.46	—	0.25	1.40	1.35	—

* Preliminary. † Revised. ‡ See footnotes 1-6, Table H-4.
** DBS Estimates, Special Surveys Division, Special Tables, 12-month averages (figures may not add to the totals shown because of rounding).

		1969*														
Workers Employed in Thousands	Fatality Rate per 10,000 Employees	Agriculture	Forestry	Fishing	Mining	Manufacturing	Construction	Transportation	Trade	Finance	Service	Public Administration	Total	Per Cent of Total	Workers Employed in Thousands	Fatality Rate per 10,000 Employees
548	0.49	28	1	—	—	—	—	—	—	—	1	1	31	2.9	534	0.58
54	15.56	—	64	—	—	4	—	—	—	—	—	4	72	6.8	51	14.12
25	6.00	—	—	16	—	1	—	—	—	—	—	—	17	1.6	21	8.10
58	19.31	—	—	—	123	3	3	—	—	—	—	—	129	12.2	56	23.04
1,910	1.84	1	7	—	16	108	126	53	11	—	10	11	343	32.4	1,981	1.73
312	3.88	—	—	—	—	23	69	11	6	—	5	13	127	12.0	318	3.99
413	4.09	—	9	2	5	25	8	123	10	—	4	5	191	18.1	415	4.60
714	0.49	1	1	—	3	10	9	7	10	—	3	2	46	4.4	748	0.61
980	0.26	—	1	—	3	5	1	5	1	—	5	4	25	2.4	1,038	0.24
1,100	0.05	—	—	—	—	4	1	2	1	—	1	—	9	0.9	1,152	0.08
516	0.35	—	—	—	—	5	—	—	9	—	3	—	17	1.6	530	0.32
908	0.58	—	1	—	1	4	2	4	3	2	14	19	50	4.7	937	0.53
7,537	1.35	30	84	18	151	192	219	205	51	2	46	59	1,057	100.0	7,780	1.36
—	—	2.8	7.9	1.7	14.3	18.2	20.7	19.4	4.8	0.2	4.4	5.6	100.0	—	—	—
—	—	535	80	21	116	1,819	482	693	1,292	350	1,918	474	7,780	—	—	—
—	—	0.56	10.50	8.57	13.02	1.06	4.54	2.96	0.39	0.06	0.24	1.24	1.36	—	—	—

Table H-9—Employment Fatality Rates, 1968-1969

	1968†					
	Number of Fatalities			Workers Employed in Thousands**		
	Men	Women	Both Sexes	Men	Women	Both Sexes
A—By Sex and Industry‡						
Agriculture	27	—	27	476	70	54
Forestry	102	—	102	78	2	8
Fishing	19	—	19	24	—	2
Mining	132	—	132	112	5	11
Manufacturing	174	1	175	1,369	384	1,75
Construction	217	—	217	450	20	47
Transportation	178	—	178	568	105	67
Trade	58	—	58	827	433	1,26
Finance	—	—	—	166	160	32
Service	43	2	45	728	1,101	1,83
Public Administration	64	—	64	347	111	45
Total	1,014	3	1,017	5,146	2,391	7,537
B—By Sex and Occupation						
Farmers and farm workers	27	—	27	482	66	548
Loggers and related workers	84	—	84	54	—	54
Fishermen, trappers and hunters	15	—	15	24	1	25
Miners, quarrymen and related workers	112	—	112	58	—	58
Craftsmen, production process and related workers	352	—	352	1,647	263	1,91
Labourers and unskilled workers (not agricultural, fishing, logging or mining)	121	—	121	292	20	312
Transport and communication	168	1	169	372	41	413
Managerial	35	—	35	624	90	714
Professional and technical	23	2	25	564	416	980
Clerical	6	—	6	344	756	1,100
Sales	18	—	18	316	200	516
Service and recreation	53	—	53	369	539	908
Total	1,014	3	1,017	5,146	2,391	7,537
C—By Sex and Age Group						
14-19	48	—	48	410	333	744
20-24	117	—	117	637	455	1,092
25-44	434	1	435	2,328	903	3,231
45-64	337	2	339	1,609	652	2,261
65 and over	78	—	78	162	48	209
Total	1,014	3	1,017	5,146	2,391	7,537

* Preliminary. † Revised. ‡ See footnotes 1-6, Table H-4.
** Figures may not add to the totals shown because of rounding (DBS estimates, Special Surveys Division, special tables, 12-month averages).

1969*											
Fatality Rate per 10,000 Employees			Number of Fatalities			Workers Employed in Thousands**			Fatality Rate per 10,000 Employees		
Men	Women	Both Sexes	Men	Women	Both Sexes	Men	Women	Both Sexes	Men	Women	Both Sexes
0.57	—	0.49	29	1	30	460	75	535	0.63	0.13	0.56
13.08	—	12.75	84	—	84	79	1	80	10.63	—	10.50
7.92	—	7.92	18	—	18	21	—	21	8.57	—	8.57
11.79	—	11.28	151	—	151	109	7	116	13.85	—	13.02
1.27	0.03	1.00	190	2	192	1,409	410	1,819	1.35	0.05	1.06
4.82	—	4.62	219	—	219	460	22	482	4.76	—	4.54
3.13	—	2.64	205	—	205	583	110	693	3.52	—	2.96
0.70	—	0.46	50	1	51	845	447	1,292	0.59	0.02	0.39
—	—	—	2	—	2	179	172	350	0.11	—	0.06
0.59	0.02	0.25	44	2	46	774	1,144	1,918	0.57	0.02	0.24
1.84	—	1.40	58	1	59	353	121	474	1.64	0.08	1.24
1.97	0.01	1.35	1,050	7	1,057	5,272	2,508	7,780	1.99	0.03	1.36
0.56	—	0.49	30	1	31	464	70	534	0.65	0.14	0.58
15.56	—	15.56	72	—	72	51	—	51	14.12	—	14.12
6.25	—	6.00	17	—	17	21	—	21	8.10	—	8.10
19.31	—	19.31	129	—	129	56	—	56	23.04	—	23.04
2.14	—	1.84	342	1	343	1,700	281	1,981	2.01	0.04	1.73
4.14	—	3.88	127	—	127	297	21	318	4.28	—	3.99
4.52	0.24	4.09	191	—	191	376	39	415	5.08	—	4.60
0.56	—	0.49	46	—	46	657	91	748	0.70	—	0.61
0.41	0.05	0.26	23	2	25	602	436	1,038	0.38	0.05	0.24
0.17	—	0.05	8	1	9	348	804	1,152	0.23	0.01	0.08
0.57	—	0.35	17	—	17	325	205	530	0.52	—	0.32
1.44	—	0.58	48	2	50	376	560	937	1.28	0.04	0.53
1.97	0.01	1.35	1,050	7	1,057	5,272	2,508	7,780	1.99	0.03	1.36
1.17	—	0.65	40	1	41	412	336	749	0.97	0.03	0.55
1.84	—	1.07	127	—	127	676	490	1,166	1.88	—	1.09
1.86	0.01	1.35	464	4	468	2,378	968	3,345	1.95	0.04	1.40
2.09	0.03	1.50	321	2	323	1,649	671	2,319	1.95	0.03	1.39
4.81	—	3.73	98	—	98	158	44	202	6.20	—	4.85
1.97	0.01	1.35	1,050	7	1,057	5,272	2,508	7,780	1.99	0.03	1.36

Industrial Relations and Disputes Investigation Act

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: Certification and Other Proceedings Before the Canada Labour Relations Board; and Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Halifax and St. John's represent the Department in the Atlantic Provinces. In addition, there are Industry Specialists, located at Vancouver, Toronto, Ottawa and Montreal, whose main function is to maintain a continuing relationship with labour and management within specified industries to prevent serious disputes from arising, and to mediate such disputes when they do occur.

The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

Canada Department of Labour Publications

Industrial Relations Research in Canada (annual). An inventory, compiled and published by the Canada Department of Labour, of industrial relations research undertaken by the Department, other government departments, academic institutions and private individuals. Free. Cat. No. L2-29/1969.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications and the geographic distribution of their local branches in Canada. (English or French). Price $1.25, Cat. No. L2-2/1969.

Industrial and Geographic Distribution of Union Membership in Canada, 1969. (English or French). Price 15 cents, Cat. No. L31-769.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 50 cents, Cat. No. L2-1/1968.

Wage Rates, Salaries and Hours of Labour, 1968. An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. First-year service, including attractive binder with index tabs and paperback volume, $10.00; service without indexed binder, $7.50; individual tables, 15 cents. Paperback volume, $3.00. (Bilingual). Cat. No. L2-551.

Working Conditions in Canadian Industry, 1968. (Bilingual). Price $2.00, Cat. No. L2-15/1968.

Legislation Branch

Labour Relations Legislation in Canada. A comparative study of the federal and provincial Labour Relations Acts in Canada as they existed at the end of 1968. Price $3.50. Cat. No. L34-2069.

Labour Standards in Canada. Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection (new section) and workmen's compensation. (English or French). Price 75 cents, Cat. No. L2-7/1969.

Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Information on changes in workmen's compensation laws is published yearly and is available on request). 1969. (English or French). Price $1.00, Cat. No. L34-1969.

Occasional Papers

3 Wage Determination in Canada, by George Saunders, 1965. Price 50 cents, Cat. No. L2-26/3.

4 Studies in the Economics of Education, by Bruce W. Wilkinson, 1966. Price $2.50, Cat. No. L2-26/4.

5 Determination of the Appropriate Bargaining Unit by Labour Relations Boards in Canada, by Edward E. Herman, 1966. Price $3.50, Cat. No. L2-26/5.

6 Wages in Canada and the United States: an Analytical Comparison, by Allan A. Porter and others. Price $1.75, Cat. No. L2-26/6.

Women's Bureau

Maternity Leave Policies. A special survey of maternity leave practices in Canadian industry. 1969. (Bilingual). Free.

Facts and Figures—Women in the Labour Force. 1969. (Bilingual). Free.

Part-Time Employment in Retail Trade. A study of the growth of part-time employment in Canada. 1969. (English or French). Free.

The New Role of Women, by Sylva M. Gelber, Director, Women's Bureau. 1969. (English or French). Free.

Women at Work in Canada. A fact book on the female labour force, their characteristics, occupations, earnings, working conditions and legislation affecting women workers. 1964. (English or French). Free.

Women in the Public Service—Their Utilization and Employment, by Stanislaw Judek. Growth and composition of public service employment. Promotion, training and earnings. Regularity of employment. Some characteristics and problems of female public employees. 1968. (English or French). Free.

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